



FRAMEWORK FOR ACTION

Growing into Wise Freedom Progress Report Semester 2, 2023

SHORT-TERM ACTIONS

Category	Action	Progress
People	<ol style="list-style-type: none"> 1. Student Engagement Plan: College Leadership Team (CLT) to collaborate with the 2023 Student Leadership Team to develop a student engagement plan and identify ways to ensure students are heard on key College policy issues and provide conduits for meaningful feedback to the CLT. 2. Resident Leaders: CLT to work with the 2023 Resident Leaders to review the Resident Leader role, clarifying their role and objectives in relation to the CLT and the Student Club Executive and include in it an explicit role in relation to the enhancement of a positive College Culture. 3. Student Club: CLT to work with the 2023 Student Club Executive to identify formal (through its Constitution) and informal (e.g. through regular forums and events) to help to improve the connections between year groups and between resident and non-resident Associate Members of the College. 	<ol style="list-style-type: none"> 1. The Student Engagement Plan (SEP) will be further developed during Pre-Leadership Week (21-24 November 2023). 2. A comprehensive review of the RL program was conducted in September 2023. From 2024, Resident Leaders will be known as Community Leaders to better reflect the updated roles and responsibilities, with a strong focus on community living, student wellbeing and peer support. 3. There will be further discussions in Pre-Leadership; however, preliminary discussions include the development of a peer mentorship program, more inclusive social events and gatherings, cross-year level group sustainability projects and initiatives, academic support, community service projects, and improved community living standards and expectations.
College Values	<ol style="list-style-type: none"> 1. Contemporise the resident: family/student buddy system “never leave a Duch girl behind”: Charge the Student Leadership Team (SLT) with exploring best practice contemporary models to replace ‘Mums and Dads’ for the otherwise effective buddy system within the College. 	<ol style="list-style-type: none"> 1. Although it has taken almost a full calendar year, the terms ‘Mums and Dads’ no longer form part of the students’ vernacular. Student Leaders will be known as per their titles – Community Leaders and Student Club Executive.

	<ol style="list-style-type: none"> 2. Review and reset College values: Through a student engagement roundtable/framework in partnership with the CLT and Council review the College values with wide and deep discussion and input from students, provide clear behavioural statements to support each one, clarifying the type of behaviour that is agreed between staff and students to be consistent or inconsistent with each value. 3. Review and renew the College's values statement and a separate document outlining how behaviour that is not in line with these values will be addressed collectively by students and the College. 	<ol style="list-style-type: none"> 2. At mid-year leadership training in July 2023, Student Leaders expressed their desires regarding the adoption of one set of values. A unanimous decision was made to adopt the five goals of Sacred Heart Education as the values. An updated Statement of Values has been developed for consideration by the College Council. This will be supported by a Statement of Behavioural Expectations and Consequences for Breaches of College policies and procedures. 3. See above.
Safety and Wellbeing	<ol style="list-style-type: none"> 1. Student facilities and social spaces: Incorporate into the student engagement plan under "people" the matter of ongoing planning for the maintenance, upgrade and development of student facilities and social spaces. 2. Risk appetite and framework: <ol style="list-style-type: none"> a. College Council to ensure that all physical and other safety and wellbeing risks raised in this Report are properly addressed in the existing College risk appetite and associated framework. b. Discussion about the agreed risk appetite with the 'owners' (Bishops of Queensland of Brisbane) and property owners (UQ) given the intersection with their areas of responsibility. 	<ol style="list-style-type: none"> 1. The Quadrangle ("Quad") will continue to be used as the main social space for Student Club events and gatherings. New indoor and outdoor furniture in the Old Common Room, RP Common Room, Chapel Wing and the Front Colonnade have provided more welcoming spaces for students to use for casual gatherings and there has been greater use of these spaces in Semester 2, 2023. 2. College Council Risk Workshop is being held on Saturday, 11 November with Council and senior staff of the College to determine the risk appetite and to put a framework in place for 2024. This will be shared with the Bishops of Queensland and The University of Queensland for feedback and amendment as required.

MEDIUM-TERM ACTIONS

Category	Action	Progress
People	<ul style="list-style-type: none"> Following on from the review of the Resident Leader roles and review of the Student Club in 2023, Remuneration of roles: Council, CLT and SLT to discuss and consider and review the equitable allocation of College-provided support and/or remuneration to the student leader positions to fairly support and encourage the more seamless cooperation between the RLs and the Student Club Executive. 	The removal of the leadership scholarship component of the Resident Leaders Program in 2024 will ensure the promotion of more equitable roles and responsibilities of the CL and Student Club Executive roles. CLs will no longer be required to undertake on-call duties as part of the College's focus on student wellbeing and risk minimisation strategy. Student leaders will be given prioritisation in room and car parking allocation to recognise their commitment to the important roles they play in the College. Already we are seeing a more seamless cooperative approach with the incoming 2024 Student Leadership Team.
College Values	<ul style="list-style-type: none"> Diversity-based inclusivity: Drive staff- and student-led culture of inclusivity based on real and increased levels of diversity (rather than current form of 'inclusion' based on a narrow student demographic) through deepening conversations within the College about the barriers and enablers to improvement. Set annual targets for enrolments for 2025 –2027 to ensure real improvements in inclusion correspond with improvements in diversity. 	In 2023, our professional and leadership development programs have not only raised awareness but helped our community to better understand the value of diversity, develop cultural competence, and promote an inclusive culture. Our guest speakers come from various cultural backgrounds and experiences, and we will continue to engage with our alumni network and UQ to ensure ongoing education and training to support our diversity, equity, and inclusion goals, including the development of diversity targets for enrolments.
Safety and Wellbeing	<ul style="list-style-type: none"> Awareness-raising discussion and debate culture: Develop a program and culture of discussion and debate for students around the complexity of decision making, including legal and ethical issues, in response to matters of student safety and wellbeing for interested students 	The safety and wellbeing of our students is paramount, and we have proactively consulted students on changes to our policies and procedures, including the opportunity to provide constructive feedback to ensure that student voices are captured. Discussion and debate on legal and ethical issues is included in student leadership training. Expansion to a "conversation series" focused on debate and discussion of key issues is under consideration.