

Vision, Values and Principles



VISION

A world enriched by the leadership of our College Community

VALUES

We place importance on being a welcoming, diverse and inclusive community that:

- promotes intellectual enquiry and rigour, a love of learning and a culture of continuous improvement.
- supports the well-being of each student to enjoy a healthy and happy College experience.
- fosters respectful relationships and lifelong friendships.
- expects personal and professional conduct characterised by fairness and integrity.
- encourages a willingness to serve others and to give back to the community in a spirit of thankfulness.
- cares about the environment and embraces the principles of ecological sustainability.
- values the vision of our founders, our Anglican foundation and the best traditions of the College.
- takes an active, progressive and outward-looking approach to life.

PRINCIPLES

1. The St Mark's College Values apply to all activities, behaviors and personal interactions with any resident, visitor, staff member or friend and supporter of the College at all times.
2. St Mark's College community values and actively supports diversity, inclusivity, wellbeing and safety.
3. St Mark's College has zero tolerance for anti-social and illegal behaviors such as bullying (including online bullying), racial discrimination, sexual harassment and/or violence of any sort.
4. St Mark's College will implement compulsory training in aspects of the cultural renewal program for all students and staff of the College.
5. St Mark's College will seek external advice to assist with cultural renewal.
6. St Mark's College shall make information publicly available unless there are privacy or legal reasons preventing its release.

The following page outlines the step-by-step action plan for cultural renewal by key target area (see key on right) for target areas.



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TARGET AREAS

- Events
- Training
- Report Lodgment, Resolution and Discipline
- Board
- Management's Measure of Renewal
- Communication

Action Plan for cultural renewal by key target areas



IMMEDIATELY AND ONGOING

- Ensuring greater controls are in place for College events to address harmful drinking and reduce the likelihood of unacceptable activities and behaviour.
- Planning for a new Welcome Week to replace Orientation Week. Welcome Week focuses on building an inclusive and diverse student body. Unacceptable past traditions and activities will not be tolerated.
- Identification and elimination of any event or activity that harasses or humiliates any student. Unapproved events and activities are prohibited.
- Strengthen existing training for all students and staff on the College's Values, sexual assault and harassment, consent, bystander awareness, drug and alcohol harm minimisation, mental and sexual health by increasing its frequency throughout the year and introducing cultural sensitivity training
- Seek expert advice on responding to serious allegations of misconduct and engage an independent investigator as required
- Communicate the consequence of unacceptable behaviours such as expulsions and suspensions while providing a safe and supportive environment for those who report

OCTOBER – DECEMBER 2018

- A cultural renewal working party will inform Welcome Week and other events for 2019.
- An expanded and more extensive leadership training program will provide ongoing personal and professional development for student leaders.
- Universities Australia Guidelines to be incorporated within the College's Sexual Assault and Sexual Harassment policies and fact sheets.
- Exit interviews and online survey for students who are leaving College. An option of face to face interview offered. Feedback to be incorporated for future planning.
- Constructive engagement with key stakeholders to review and update the College Handbook and policies. All policies will be available on the website for information and transparency.

JANUARY – MARCH 2019

- Implementation of new Welcome Week.
- All staff to be trained and provided with information about support services available for staff and students.
- On-line training for all students to be completed prior to moving in to College.
- Face to face training on College's Values, sexual assault and harassment, consent, bystander awareness, drug and alcohol harm minimisation, mental and sexual health and cultural sensitivity training for all staff and students.
- Restructure of staff and leadership roles.

APRIL – DECEMBER 2019

- A leadership training program will be implemented to provide ongoing personal and professional development for student leaders.
- Training programs to be reviewed and amended according to feedback from staff and students.
- Consider further awards to students who exemplify St Mark's Values.
- The College's constitution and governance to be externally reviewed to ensure it reflects leading practice including providing the necessary skills, independence and different perspectives.
- A Code of Conduct for Old Collegians' Association implemented.
- Proactive marketing strategy to achieve a more diverse student body.
- The St Mark's College Inc. constitution and governance updated.
- The St Mark's College Club Inc. constitution and governance updated.

2020

- Development of software mobile phone application "app" to replace the student portal and to centrally contain College related information, e.g. Handbook, policies and online training modules.
- Provision of advice and consultation with College Club to ensure its governance reflects leading practice including providing the necessary skills, different perspectives, diversity and models the College's Values.