



ST PAUL'S COLLEGE
UNIVERSITY OF SYDNEY

HANDBOOK

2026

Deo Patriae Tibi

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WELCOME

ST PAUL'S COLLEGE

The College was established in 1854 by an Act of Parliament “to incorporate Saint Paul’s College as a College within the University of Sydney”. On 25 January 1856, the Feast of the Conversion of St Paul, the Foundation Stone was laid by His Excellency Sir William Denison, Governor of New South Wales and Governor-General of the Australian Colonies.

The College’s governance is provided for in the *Saint Paul’s College Act 2018 (NSW)*, which replaced the previous Acts of 1854 and 1857. The Act establishes a College Council, consisting of the Warden and twelve elected Fellows. Among the Fellows are four ordained clergy of the Anglican Church, six lay graduates of the University of Sydney, and two appointees. At least one fellow must be an academic of the University.

THE WARDEN AND FELLOWS OF ST PAUL’S COLLEGE

Warden:

Rev’d Dr Edward Loane BSc (Syd), BD (Hons), DipMin (MTC), PhD (Cantab)

Chair:

Mr Mark Elliott BE (Civil) (Syd)

Deputy Chair:

The Rev’d Dr Max Wood BA/LLB (Macq), BTheol (Hons) (Charles Sturt), PhD (Durham)

Bursar:

Mr Andrew Sinclair BE (Syd)

Fellows:

Mr James Bell BA, LLB (Syd)

Dr Christine Biscoe BDS (Syd)

The Rev’d Philip Bradford MA (Syd), BTh (MTC), MTh (Syd)

The Rev’d Dr James Collins DipTeach (Claremont TC), GradDipRelEd (CathPastInstaWA), GradDipRelEdStud, BEd (WACAE), BTheol (Murdoch), CPE (RPH), PostGradDipArts, MA (ECowan), PhD (Tas)

Mr Matthew Gerber BCom, MIntStud (Syd)

Mr Ralph Goninan BCom, BE (Civil) (Syd)

Professor Julia Horne PhD (UNSW)

Mr David Roberts BEc, LLB (Syd)

The Rev’d Kimberly Sawyer BEd (Syd) BTh Hon (MTC), Dip B&M (MTC)

WELCOME

PRAYER FOR ST PAUL'S COLLEGE

Heavenly Father, we bid thy ongoing blessing upon this College. We pray that all who reside, lead, learn and work here may be inspired to follow in the footsteps of the Apostle Paul, in giving themselves to the service of others in a Christ-like way, affording dignity and respect to all as they uphold and live out the Christian values of this College.

We pray that you will guard, cheer, inspire and direct all Paulines imbuing them with wisdom, patience, and courage, so that they may wholly devote themselves to their studies and College life as well as seeking to be a worthy example to one another, a light unto the community, committed to strengthening the weak and raising up those who fall; and, being inspired by thy love, may they be ever ready to reach out to one another particularly the lonesome, the anxious, and those whose homes, families and friends are far away; for the sake of him who laid down his life for us, the same thy Son, our Saviour, Jesus Christ, *Amen.*

THESE LANDS UPON WHICH WE LIVE AND LEARN

“Teacher, which commandment in the law is the greatest?” Jesus said to him, “You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” This is the greatest and first commandment. And a second is like it: “You shall love your neighbour as yourself.” On these two commandments hang all the law and the prophets.’ (Matthew 22: 36-40)

At St Paul’s College, we duly acknowledge and respect all people, no matter their cultural inheritance, their faith (or if they hold to none), recognising that each person is created in the image of God.

We note that each person has special cultural inheritances based upon their backgrounds and formative experiences. Correspondingly, well before the arrival of the British, Aboriginal and Torres Strait Islander peoples demonstrated their unique cultural connection to this ancient continent, waters and islands which is now our united Commonwealth of Australia.

We remember that our Heavenly Father, in His wisdom and love, gave the estate upon which St Paul’s College and the University of Sydney stand to the Gadigal of the Eora Nation. For millennia, prior to and since British settlement the lands on which St Paul’s College and the University of Sydney stand have been pivotal to Gadigal learning, understanding, community and cultural significance—lands that stretch along the southern side of Port Jackson from South Head to around Petersham. This is where Gadigal elders continue to rear and shape children and youth – their future generations—just as other indigenous and non-indigenous Australians do, including peoples of every tribe and nation.

As one people we are blessed and privileged to continue to study, teach and live in College at the University of Sydney, upon these ancient and traditional lands for they have been and remain dedicated to the raising and education of future generations. As such, may our common prayer be that God will unite us through this freedom, working in our hearts and minds all in a knowledge of His Son, in whom all things were created, in heaven and on earth, whether visible or invisible—for all things have been created through Him and for Him.

WELCOME

FROM THE WARDEN

If you are a new student at St Paul's this year, I want to welcome you to our College community. I thought I would take this opportunity at the beginning of the College Handbook to outline some of the things I hope your experience at St Paul's will add to your life. And to those returning, we are all very excited to have you back with us and look forward to your ongoing contribution to the full life of St Paul's.

At College, you are likely to form some of the most significant relationships in your life. My best man was at Paul's with me, my wife was at The Women's College, and we still regularly keep up with our friends from College. Living together, dining together and studying together are the backdrop from which deep and lasting friendships emerge.

Another central aspect of College is the rich intellectual stimulation you will receive living in this academic community. The College regularly has visitors engaging with us from all spheres of life: from politics to business to academia to the Church, the input is challenging and helps us think beyond our own interests and stretches us to test what we believe and cherish. This same thing happens regularly on a smaller scale through the cross-pollination of interdisciplinary discourse that happens across the table at meals or casually around the College and in each other's rooms. Students from different faculties and specialties, different faiths or none, backgrounds and worldviews, share and shape one another in their thinking.

Furthermore, College should help us to be humble, charitable and service oriented. When any large group of people lives together, for the community to be harmonious and flourishing, we all need to think not just about ourselves but of others and society as a whole. Members of College express this both in the way we treat one another as well as in the service related activities and charity fund-raising we do. There are many other aspects which demonstrate that collegiate life is about supporting character development as well as education. Your time at College should be deeply formative and, especially at the beginning of a new academic year, it is worth reflecting on the kind of person you wish to be and how the experiences of living in this community are shaping you towards this goal.

St Paul's was founded in the middle of the 19th century by those who believed that higher learning was stimulated rather than stifled by active engagement with the Anglican Christian tradition. While this may seem an antiquated ideal today, we ought to remember that it was also counter-cultural at the time and stood in contrast to the University of Sydney's deliberate secular foundation. But St Paul's, from its earliest days, was seeking to achieve a holistic educative experience. An education which valued academic, artistic, sporting and spiritual formation by living, learning, creating, playing and worshipping in community. This remains our aspiration today. We seek to be a modern, internationally-minded, outward-looking Australian Anglican college sending out servant-hearted leaders into their communities across the globe.

Through the College's long and rich history, it has produced many of this country's great leaders and nation builders. Paulines have distinguished themselves in diverse contributions to our society from pop music to opera, from radio and television personalities to novelists, from surgeons to physicists, from judges to sports heroes, from Labor Prime Ministers to Liberal Prime

WELCOME

Ministers! The spectrum of cultural contribution is fulfilled in the alumni of the College and the leadership they have provided. We actively seek to recruit, develop and train leaders. Moreover, through the increase of international students and globalisation more generally, the leaders we will produce today will not just shape Australia, but the world. What matters more than fame or distinction, of course, is that when they leave here, Paulines become good community-minded citizens, good spouses and good parents to their children.

With the rich history we possess, a continuing challenge is to both retain all that is good in our heritage, while innovating and establishing best practices for student well-being and development. With this in mind, we continue to pursue the deliberate cultural renewal which remains a St Paul's College Council priority. The 2018 Broderick Review was a helpful starting point, but acting on all of its recommendations must not be considered the end of the process. Rather, continual improvement must be part of our DNA as we seek excellence in all we do and aspire to be as a College.

There is no doubt that it is an exciting time to be at St Paul's. There are more students at the College in 2026 than there ever has been in its history. There are more opportunities for those students to develop themselves in character, conviction, intellect and competency. This is a tremendous privilege! It is a privilege that is very much built on a long legacy of Pauline voluntary contribution, both of time and money. Generous gifts and bequests have helped give you the opportunity you are now able to enjoy.

Of course, with every privilege comes responsibility. You have a responsibility to make the most out of your time at St Paul's and making the most positive contribution possible. You have the responsibility of carrying the College's reputation through your behaviour, character and the way you carry yourself both within and outside the gates. You have the responsibility of giving back to the College when and however you are able. Do not neglect your responsibility as you receive your privilege.

I very much look forward to meeting with you and working with you as you make your contribution to St Paul's in 2026, leaving your mark in the College's long and distinguished history.

Yours sincerely,



The Rev'd Dr Ed Loane
Warden

CONTACTS

RESIDENTIAL LIFE

If you wish to meet with a residential staff member, their offices can be found on the first floor of the Albert Wing, above Reception. As a courtesy, please arrange a time with them beforehand.

Warden	Rev'd Dr Edward Loane	ed.loane@stpauls.edu.au
Vice Warden	Ms Dieni Powell	dieni.powell@stpauls.edu.au
Dean of Undergraduates	Mr Matthew Newcombe	matthew.newcombe@stpauls.edu.au
Dean of Graduates and Director of Music	Dr Jack Stephens	jack.stephens@stpauls.edu.au
Chaplain	Rev'd Antony Weiss	chaplain@stpauls.edu.au 0417 240 461
Academic Dean	Ms Lucy Williams	lucy.williams@stpauls.edu.au
Senior Tutor (on maternity leave)	Mrs Katie Newcombe	katie.newcombe@stpauls.edu.au
Associate Dean of Graduates and Director of Marketing	Mrs Mariela Killham	mariela.killham@stpauls.edu.au
Fire Chief	Dr Jim Franklin	jim.franklin@uts.edu.au
Organist and Composer-in-Residence	Mr David Drury	ddrury@stpauls.edu.au
Hon. Medical Officer	Dr Vincent Braniff	vbraniff@gmail.com

ADMINISTRATION AND COMMUNITY RELATIONS

Reception	Mrs Amanda O'Yang	officeadmin@stpauls.edu.au 02 9550 7447
Registrar	Ms Tracey Donkin	registrar@stpauls.edu.au 02 9550 7451
Admissions Consultant	Mrs Tracey-Jane (TJ) Christie	tj.christie@stpauls.edu.au
Admissions Consultant	Mr Philip Barr	pbarr@stpauls.edu.au
Admissions Consultant	Mr Andrew Watt	andrew.watt@stpauls.edu.au
Director of Community Engagement	Mr Richard Morgan	community@stpauls.edu.au
Advancement Development Officer	Mrs Sarah Siegloff	sarah.siegloff@stpauls.edu.au
Director of Finance and Operations	Mrs Jackie Cox	jackie.cox@stpauls.edu.au
Finance Manager	Ms Tina Zhao	tina.zhao@stpauls.edu.au

CONTACTS

FACILITIES AND MAINTENANCE REQUESTS

Facilities Manager	Mr Brad Skone	Maintenance requests can be submitted via the College's SPC Portal.
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CATERING AND CLEANING

Trippas White Group Site Manager	Mr Matthew Dixon	matthew.dixon@trippaswhitegroup.com.au
Trippas White Group Assistant Site Manager	Mr Jaya Daemion	jaya.daemion@trippaswhitegroup.com.au
Executive Housekeeper	Mr Kevin Ball	kevin.ball@trippaswhitegroup.com.au

AFTER-HOURS CONTACTS

(For urgent issues arising outside of office hours).

Night Porter	0422 888 970
Junior Dean	0479 059 102

Respect X

If you experience or witness sexual harassment or bullying, you can visit the SPC Portal or www.respectx.com.au to make an informal or formal report, including the option to remain anonymous.

Each report is stored securely and treated confidentially.

PEOPLE

RESIDENTIAL STAFF

WARDEN

The Rev'd Dr Edward Loane, BSc (Syd), BD (Hons), DipMin (MTC), PhD (Cantab)

The Warden is the Chief Executive Officer of the College and, according to the Saint Paul's College Act 2018, is to conduct the day-to-day management of the affairs of the College, and to perform any other functions prescribed by the by-laws or determined by the Council by whom he is appointed, and to whom he reports.

The Warden has responsibility for the appointment of staff as well as the admission, education, discipline and well-being of the students, also overseeing the College's, operations, media and governance matters, finances, philanthropy and hospitality. In addition, the Warden is the President both of the Students' Club (the undergraduate resident community) and of the College Union (the resident and alumni communities combined).

The Twelfth Warden of St Paul's is the Rev'd Dr Edward Loane. Ed took up this appointment in January 2020. Ed is an ordained Anglican Priest and prior to his theological studies at Moore College, he completed a Bachelor of Science at the University of Sydney, moving into College for his final year in 1999. After some time in parish ministry, Ed and his family moved to King's College Cambridge where he undertook his doctoral research on Archbishop William Temple's thinking about church unity.

Immediately prior to being appointed Warden, Ed lectured in Theology and Church History at Moore Theological College and where he remains an adjunct lecturer in Church History. Ed's research interests include Anglican, reformation and evangelical history, ecclesiology, atonement, revelation, and preaching. Ed carries a deep passion for academia, with numerous published books and journal articles to his name in the fields of theology and history.

From May 2017 until his appointment as Warden in 2020, Ed served as a Clerical Fellow on the College Council, where he led several structural reforms and cultural renewal initiatives including chairing the Governance Committee which led to the revised *Saint Paul's College Act* in 2018.

Residential collegiate life has been an instrumental part of Ed's formation and in his personal and professional development—at The King's School, St Paul's College, Moore Theological College and King's College Cambridge.

Ed truly appreciates the unique history and traditions of St Paul's, and has also been committed to driving the College's cultural renewal and the planning and implementation of the undergraduate community's transition to co-residency in 2023.

Ed and his wife Jocelyn are committed Christians and they live in the Warden's Lodge with their five children; Jemima, Sophie, twins Ben and Sam, and Abigail. The family is often seen at various College events, including Formal Hall, and they very much enjoy being part of the College community.

PEOPLE

VICE WARDEN

Ms Dieni Powell, BA (Adel), MTeach (Melb)

Ms Dieni Powell serves as Vice-Warden of St Paul's College. In this role, she deputises for the Warden and has particular responsibility for the leadership, oversight and pastoral care of the residential life of the College. She works closely with the Dean of Undergraduates, Dean of Graduates, Academic Dean, Chaplain and Senior Tutor to support a respectful, safe and flourishing academic community. As a new member of the community, she is an active and approachable presence in College life and is deeply engaged in the daily rhythms of the community.

Dieni brings extensive senior leadership experience across residential colleges, secondary education, board membership and senior governance roles. Prior to her appointment at St Paul's, she served as Dean and Deputy Principal at St Mary's College, The University of Melbourne, where she supported whole-of-community initiatives spanning student wellbeing, academic support and the strengthening of collegiate culture. Her work is grounded in values-led, relational leadership, with a strong emphasis on belonging and responsibility. In her approach to residential life, she is particularly attentive to supporting students as their character and professional capability, along with a sense of purpose and direction, are shaped in community.

Dieni holds a Bachelor of Arts from the University of Adelaide and a Master of Teaching from the University of Melbourne, and is currently completing further executive leadership studies. She lives in College with her husband, Damian, and is readily available to students seeking support, guidance or conversation as they navigate life at St Paul's.

PEOPLE

DEAN OF UNDERGRADUATES

Mr Matthew Newcombe, BCom BEcon (Hons) (Qld), JD (Syd)

Mr Matthew Newcombe serves as the Dean of Undergraduates. The Dean of Undergraduates is responsible for the day-to-day affairs of the undergraduate community. The Dean is invested in all aspects of student well-being, with a particular focus on student welfare, pastoral care, and discipline.

Matthew studied law at the University of Sydney and attended St Paul's between 2019-2022, serving as a tutor, Junior Dean, and Associate Dean of Undergraduates. His thesis undertaken at Sydney Law School was entitled *Where the Paraclete Dwells: Locke's Theory of Basic Equality*. Before commencing as Dean of Undergraduates, Matthew was Tipstaff to the Hon. Justice François Kunc of the Supreme Court of New South Wales.

Matthew resides in the Ivan Head Building with his wife, Katie (the College's Senior Tutor) and their children, Alfred and Mary.

The Dean of Undergraduates is available to all students should they have any concerns about their wellbeing at St Paul's.

DEAN OF GRADUATES AND DIRECTOR OF MUSIC

Dr Jack Stephens, DMA, BMus(Hons), BCom, BA, AMusA (Dist) (Syd)

Dr Jack Stephens serves St Paul's College in the dual roles of Dean of Graduates and Director of Music. As Dean of Graduates, Jack is responsible for the College's graduate community, providing leadership and support for postgraduate students and academics. He oversees the life of the Graduate House within the McMillan Building and works to foster a cohesive, engaged, and intellectually vibrant graduate community.

As Director of Music, Jack oversees the musical life of the College and is responsible for nurturing and developing music at St Paul's. He encourages all residents with an interest in music to become involved, regardless of their musical background, experience, or formal training.

Jack has been a resident member of St Paul's College since 2020. He works throughout Australia and internationally as a singer and conductor, and specialises in the performance and research of the music of Johann Sebastian Bach, working each year at the Bach Festival in Leipzig, Germany.

In his role as Director of Music, Jack prepares and conducts the Chapel Choir, which sits at the heart of the College's musical life. The Choir sings at the weekly Choral Evensong service, held on Tuesdays at 5:15pm, as well as at special services and concerts throughout the year. Jack also directs *Victoriana!* and has oversight of student participation in the Intercollegiate Palladian Cup competition. Any member of the College wishing to become involved in music at the College is encouraged to contact Jack via email at jack.stephens@stpauls.edu.au.

Jack resides in the Academic Wing of the McMillan Building.

PEOPLE

SENIOR TUTOR

Mrs Katie Newcombe BA, LLB (Hons) (Bond), BCL (Dist), MPhil (Oxon)

The Senior Tutor leads oversight of the students' academic programmes and progress, as well as the College's extensive tutoring programme. As such, the Senior Tutor directs a broad range of educational activities and is pivotal in ensuring student welfare working closely with the Chaplain. The Senior Tutor is here to help with study routines, exam techniques, dealing with assessment stress, or managing any university administration difficulties.

Before making any changes to courses, enrolment or under loading (ie fewer than the required 24 credit points per semester), students must first speak to the Senior Tutor. Similarly, a student must make it a priority to meet with the Senior Tutor if they have missed an assessment deadline, received an academic warning or academic integrity notice from the University, or if they have failed a subject.

The Senior Tutor also conducts meetings with students who are not meeting the College's academic standards and to make an academic support plan or to discuss their continued residency in college (refer to Academic Policy section of this handbook).

The Senior Tutor serves alongside the Warden and key residential staff ensuring that students are supported in their studies, courses, and the College's mentoring programme.

Mrs Katie Newcombe has been Senior Tutor since 2021. She takes a pastoral and personal interest in the wellbeing and academic progress of all members of College across undergraduate, postgraduate, doctoral or postdoctoral levels.

Katie holds a BCL (Dist) and MPhil from the University of Oxford, as well as a BA and LLB from Bond University. During her time at Oxford, she was Sub-Dean at Magdalen College as part of the college welfare team. Throughout periods at Exeter College, Oxford and at Bond University, Katie taught across both undergraduate law and JD students in the areas of Equity, Land Law, and foundational Australian law. Katie resides with her husband Matthew, the Dean of Undergraduates, and their two children in the Ivan Head Building.

All students are encouraged to reach out to Katie at the earliest opportunity if they are worried about any matter affecting their study.

Katie is currently on maternity leave. Students should, therefore, contact the Academic Dean if they require assistance.

PEOPLE

ACADEMIC DEAN

Ms Lucy Williams BVA, EMASS, MA (Syd)

The Academic Dean contributes to the College's intellectual life with a particular focus on educational programmes: academic events such as seminars and workshops, our mentoring programme, guest speakers, and career events. The Academic Dean also works with the Dean of Undergraduates to develop training and leadership development programmes for students.

Before coming to St Paul's, Lucy worked as a copywriter in advertising and policy. Lucy has a Bachelor of Visual Arts, an Executive Master of Arts and Social Sciences and a Master of Arts (Research) from The University of Sydney. Her thesis completed in the Department of Government & International Relations in 2024 was titled, *Liberalitas for Modernity: From Revolution to Rawls*, examining the ancient ethic of *liberality* in modern political thought.

Before becoming our Academic Dean, Lucy served as Acting Senior Tutor and Associate Dean of Undergraduates at St Paul's and taught political philosophy at the University of Sydney.

Lucy resides in College in the top level of Garnsey.

CHAPLAIN

The Rev'd Antony Weiss BD (MTC), BA (UNSW), Grad Dip Ed (UTS)

The Chaplain is responsible for overseeing Christian life at St Paul's, leading daily chapel services, a weekly Bible Study, and World Views and Ethics discussion group, as well as overseeing and providing pastoral care to students and staff of the College. The Rev'd Antony Weiss is the full-time Chaplain to St Paul's, joining the College community in 2018. In his previous life, he was head of languages teacher, boarding master, and rowing coach at Shore for almost three decades.

Antony quickly gets to know all the students in College and he is widely and readily available for a chat in Hall, for a catch up over a coffee, or to provide pastoral support to all students and staff of the College.

Feel free to reach out to the Chaplain when you see him about the College or via his mobile on 0417 240 461. His office is situated in the Albert wing, above Reception and he resides in the Salisbury Flat above the Concordia courtyard.

REGISTRAR

Ms Tracey Donkin

As the College Registrar, Tracey is responsible for processing the applications and admission of new students to the College, working closely with the Admissions team. In addition, the Registrar oversees the administration of the College's scholarship and bursary programmes as well as returning students. Tracey is contactable on 9550 7451 or via email at registrar@stpauls.edu.au, or in her office, on the ground floor of the College Office.

PEOPLE

ASSOCIATE DEAN OF GRADUATES AND DIRECTOR OF MARKETING

Mrs Mariela Killham, BCom, BA (Syd)

Mariela Killham serves St Paul's College in the dual role of Associate Dean of Graduates and Director of Marketing. A University of Sydney alumna with a Bachelor of Commerce and Arts, she brings strong familiarity with the university and College to both roles. As Associate Dean of Graduates, Mariela plays a key supporting role in the College's postgraduate community, offering guidance and leadership to graduate students and academics in residence. In close collaboration with the Dean, she assists with the management of Graduate House life and is dedicated to fostering an environment where students and academics can thrive academically, relationally and spiritually.

As Director of Marketing, Mariela is responsible for the brand, marketing, and communication efforts of St Paul's College. Her career began in advertising, where she managed key accounts including Google and the Australian Government, delivering integrated campaigns and strategic projects. She later transitioned to in-house roles in the finance sector, most recently at Ubank, where she was responsible for leading audience-first strategies, campaigns, and brand development.

Mariela resides in the Academic Wing of the McMillan Building along with her husband, Jesse. Jesse served in the engineering department of the Royal Australian Navy for over a decade, and now works in the private sector contracting to the Australian Defence Force.

ORGANIST AND COMPOSER-IN-RESIDENCE

Mr David Drury BMus (Syd), ARCO

Mr David Drury has been a resident of the College since 1992 and was its Director of Music until 2021. Affectionately known as 'Druers', David served as Licensee of The Salisbury Bar for two decades. An organist of international repute, his career highlights include winning the 1987 Improvisation Competition at the St Alban's International Organ Festival in the UK, recitals in Westminster Abbey, St Paul's and Westminster Cathedrals in London, King's College, Cambridge and Notre Dame de Paris and La Madeleine in Paris. David became the St Paul's composer-in-residence in 2022 and continues as the College organist.

PEOPLE

STUDENT LEADERSHIP

Student leaders are vital to the success of the St Paul's College community. Serving in a student leadership position is an excellent way to serve the College community.

All student leaders are ambassadors of the College and representatives of its values, and have an obligation to uphold and model these values at all times. We expect our student leaders to champion a culture of respect and dignity for all, regardless of gender, ethnicity or social background, and to conduct themselves with diligence, humility, and kindness.

All candidates for student leadership positions must take part in the leadership training programmes offered by the College prior to nomination, and in the Leadership Week prior to Welcome Week. Training of student leaders includes strong focus on ethical leadership and decision-making, respectful relationships, leading diverse and inclusive teams, prevention of and response to sexual misconduct, bystander interventions, the prevention of hazing and initiations, first aid, and responsible consumption of alcohol, among other topics.

All candidates for student leadership positions must have the express support of the Warden in relation to their demonstrated ability to foster and champion a culture of inclusion, respect and safety. Students wishing to serve in a leadership position also must not be on Academic Warning. For this reason, nominations for the Students' Club Committee and the Middle Common Room are reviewed by the Warden and respective Dean. Calls for nominations or applications for student leadership positions are made in the second half of Semester 2.

JUNIOR COMMON ROOM (UNDERGRADUATES)

Junior Deans

Ms Charlotte Toll

Ms Eugenie O'Rourke

Ms Grace Merrilees

Mr John Rowe

Mr Thomas Ramsay

Mr William Edwards

Junior Dean on-call: 0479 059 102 - it is recommended that you save this number in your phone.

Junior Deans are trusted senior members of College, usually in their 4th year or above, who play an important part in upholding a culture of inclusion, decency, and safety throughout the College. Junior Deans provide after-hours support to students and staff, ensure good order and respectful behaviour, and are a strong presence and influence for good around the College. Along with Peer Support Leaders, Junior Deans provide valuable mentoring to Freshers as they make their transition from school to university. Junior Deans are open to discussing problems of any nature and to aid students in seeking help. If you have concerns about your, or another person's, physical or mental wellbeing, please contact a Junior Dean.

PEOPLE

Peer Support Leaders

Ms Ava Petersen
Ms Eliza Crawford
Ms Emily D'Souza
Ms Freya Carmody
Mr Hugh Thompson
Ms Isabella Watson

Ms Jemima Williams
Mr Michael Masi
Mr Patrick McLeish
Ms Ria Alva
Mr Rory Lambert
Mr Rupert Begg

Mr Seamus Shepherd
Ms Tahlia Sorgiovanni
Mr Thomas Ellis
Mr Thomas Slack-Smith
Mr William Algar
Ms Zoe Anderson

Peer Support Leaders (PSLs) are senior members of college appointed by the Warden to help Freshers settle into College and university life. PSLs are open to discussing problems of any nature (e.g. academic performance and pressures, mental health issues, homesickness, cultural barriers, relationships, family issues, alienation, alcohol or drug consumption). PSLs are available to talk to students who need support, including where students have referred friends to a PSL or Junior Dean out of concern for their welfare.

Please do not hesitate to contact your PSL if you have any issues on which you may need support.

Students' Club Committee

Senior Student: Ms Heidi Best
Honorary Secretary: Ms Olivia McMillan
Honorary Treasurer: Ms Amelia O'Connell
General Committee: Mr Axel Bailey
Ms Alice Radford
Ms Abigail Ballhausen
Mr Mack Johnston
Mr William Cox

The Students' Club Committee leads the Students' Club, the body which unites all members of the undergraduate community at St Paul's. The Committee leads many aspects of the life of the student body, and organizes convenorships, which entrusts to members of the College voluntary tasks which are fair, appropriate and contribute meaningfully to life at St Paul's.

The Executive is comprised of the Senior Student, who liaises with the Dean of Graduates, Associate Dean of Graduates as well as the Warden and Vice Warden, and leads the student body; an Honorary Secretary, who leads logistics, administration and planning; and an Honorary Treasurer, who manages finances.

They are assisted by four General Committee members, two of whom are known as the House Committee, and oversee convenorships and general life at the College, while others oversee Rawson Cup and Rosebowl sport, and the Palladian Cup cultural competition. The 'S Club' Committee are expected to maintain the highest ethical standards at all times.

The Students' Club Committee is elected each year at the Annual General Meeting.

PEOPLE

MIDDLE COMMON ROOM (POSTGRADUATES)

Middle Common Room Committee

<i>Middle Prefect:</i>	Ms Isla Joyce
<i>Secretary:</i>	Mr Brandon Pretorius
<i>Treasurer:</i>	Mr Simon Homsany
<i>House Officer:</i>	Ms Ava Greay
<i>Calendar Officer:</i>	Ms Emma Crack

To secure the blessings of scholarship and community, the members of the Middle Common Room of St Paul's College, within the University of Sydney, have convened to establish a representative body to organise themselves in a manner consistent with the values, traditions, and life of St Paul's College. The Middle Common Room Committee serves as the representative body of the Middle Common Room, uniting postgraduate students and other eligible members within the College.

The Committee supports the intellectual, social, and communal life of the Middle Common Room, fostering fellowship, mutual responsibility, and engagement within the wider College community.

The Committee is comprised of the Middle Prefect, who provides leadership to the Middle Common Room and liaises the Dean of Graduates, Associate Dean of Graduates as well as the Warden and Vice Warden and other College officers; the Secretary, who oversees administration, communication, and record-keeping; and the Treasurer, who manages the finances of the Middle Common Room. They are assisted by the House Officer, who supports pastoral and community life within the Middle Common Room, and the Calendar Officer, who coordinates events and activities throughout the year.

The Middle Common Room Committee is elected annually at the Middle Common Room Annual General Meeting.

AFTER HOURS SUPPORT

Night Porter

Night Porters are part of our after-hours pastoral support team. You might call them for something as simple as locking yourself out of your room, if you're not well, or need some assistance. Night Porters are also responsible for responding to noisy social behaviour and knowing when to escalate or report concerns or incidents to the Senior Staff on Duty. You'll see our Night Porters of an evening in the Hall and around the grounds.

In the case of an emergency, significant medical condition, break-in, electrical fault etc., please contact the Night Porter or CDO who will assist you directly, or refer the problem to a senior member of the residential life team.

PEOPLE

To contact the Night Porter, please call: **0422 888 970**.
We recommend saving this number in your phone.

Should you lose access to your room during office hours, you will need to go to reception. If you are repeatedly locked out (more than three times in a semester) you may be fined. If you lose your room key, a \$30 charge will be made for a replacement.

The Night Porter is not rostered on during Saturdays and Sundays (daytime). However, a Junior Dean will be available if you need assistance at this time because you are locked out of your room or your lock has stopped working. In such circumstances you can reach the Junior Dean using the Night Porter number (**0422 888 970**).

Emergencies

If a medical emergency requiring an ambulance arises, call 000 immediately. Then, as soon as practicable after, call the Night Porter or CDO, so they can assist paramedics in finding you.

In the case of any other emergency which can cause harm to others, warn your neighbours immediately and similarly call the Night Porter or CDO. During business hours, go to the College Reception or call 02 9550 7444. If you see an intruder or become aware of another security issue at College, call the Night Porter or CDO (after hours), or the College on 02 9550 7444 (business hours). Other useful contacts include University Security, on 02 9351 3333, or Newtown Police, on 02 9550 8199.

ASSOCIATED ENTITIES

St Paul's College Foundation

'All of us should give as much as we can. We should decide how much to give by thinking about how much the Lord has given us.' (Deut. 16:17)

We encourage all Paulines, from the Freshers entering the College for the first time this year to those who have a life long association with St Paul's, to foster a mindset of giving back to this College be in whatever way they can, and at whatever stage of life we find themselves, in appreciation of the College's instrumental part in their formation as community-minded citizens.

It is thanks to visionary Paulines Lloyd Waddy and Robert Albert that the St Paul's College Foundation was established in 1977 as its primary philanthropic function in receiving donations that are preserved as an endowment for the future.

St Paul's College Union

Founded in 1891, and incorporated in 2020 under the Associations Incorporation Act 2009 (NSW), the St Paul's College Union is an association of alumni and present resident members of the College. It aims to unite the Pauline community, support the College financially, and otherwise promote its interests. This is reflected in the fact that the Warden is the Patron of the Union. All members of the College are members of the Union.

ACADEMIC LIFE

ACADEMICS AT ST PAUL'S

St Paul's College was created, and exists, as 'a college of and within the University of Sydney', to be a residential academic community, in which all students are encouraged and supported in their academic studies, and in which the highest academic standards are promoted and achieved. St Paul's College is, fundamentally, an academic institution. Therefore, the primary attribute which the College seeks to foster in its students is diligence in one's academic life. To date, St Paul's boasts twenty-nine Rhodes Scholars and over a hundred University Medallists.

Academic support

The College is here to provide you with support in your university studies. The Senior Tutor and Academic Dean are available to discuss with you your goals, progress, and plans. Students are encouraged to contact the Senior Tutor as soon as an academic issue arises, or any other issue threatens your academic progress. Furthermore, the Assistant Senior Tutor, Academic Leaders, subject and generalist tutors, and members of College staff are also here to listen and help you achieve your academic goals, as well as support you through any challenging times.

Assistant Senior Tutor and Academic Leaders

Our Assistant Senior Tutor helps organise the College tutorial programme and is our senior student leader in all academic matters. The Assistant Senior Tutor works closely with the Senior Tutor to lead the College team of subject and generalist tutors and assists the Academic Dean with events and seminars.

The Academic Leaders are high-achieving students dedicated to helping students in their particular fields of study. They are a great first port of call about navigating university online platforms, specific study skills in your area of study, and getting to know other students studying your degree.

2026 Academic Team

<i>Assistant Senior Tutor:</i>	Helena Parthimos
<i>Assistant Senior Tutor:</i>	Matilda Hayward
<i>Academic Leaders:</i>	
<i>Architecture and Design:</i>	Ashley Wong
<i>Arts:</i>	Anndrya Chua
<i>Commerce:</i>	Lily Richards
<i>Law:</i>	Olivia Hills
<i>Life Sciences:</i>	Grace Merrilees

TUTORIALS

Tutorials are an invaluable supplement to University lectures and tutorials. The College organises tutorials in over 50 first and second year core subjects. The College also runs a number of 'generalist' tutorials for students to improve their knowledge or skills in certain areas (such as languages, coding, or essay writing). Subject Tutors should be the first point of contact for assistance with a query or issue arising in a subject. The tutorial programme offers an opportunity

ACADEMIC LIFE

for students to receive small group teaching by resident and non-resident tutors who are outstanding students or graduates at various stages of their academic or professional careers. Tutorials are usually of an hour's duration and are offered either weekly, or on more of an ad hoc basis. If tutorials are not offered at St Paul's for your subject, you may attend a tutorial at another college, or contact a generalist tutor or Academic Leader for assistance. If you would like a College tutorial for your subject, contact the Assistant Senior Tutor. The College will endeavour to organise tutorials for most subjects, however, this may be limited if there are insufficient numbers of students to run a tutorial.

The tutorial program is emailed to all students and is listed on the notice board in the north-east corner of the Vestibule. Tutorial timetables from other colleges will be emailed to you when they are available.

First years are strongly encouraged to attend tutorials available to them. Attendance records are kept and participation will be taken into account when reviewing a student's academic progress. Students are expected to respond promptly to Tutor's emails and messages and arrive to tutorials on time.

ACADEMIC POLICY

At the end of each semester, the College receives all residents' results from the University of Sydney's Student Administration Services. **Continuing residence in College is dependent on satisfactory academic performance**—taking into account whether a student has persistently low marks, failed any subjects, or received an academic progression or integrity warning from the university.

Following the release of semester results, students whose academic progress gives cause for concern will be required to meet with the Academic Dean and, in the first instance, may be issued with an academic warning and be given an academic support plan for the following semester. If a student has unsatisfactory academic performance in a subsequent semester, the Warden may, at his discretion and after due enquiry, advise a student that his or her university results are inadequate to maintain his or her right of residency in College (see the *Academic Policy* in the "Policies" section).

PLACES TO STUDY

Tutorial rooms

The College has seven dedicated tutorial rooms: two on the first floor of the Library (one being the Cannington Law Library), one in North Chapel Court, one in Bottom Arnott, and three in the Ivan Head Building. Tutorial rooms may be used for private and group study, but preference must be given to tutorial groups scheduled to use the room. Under no circumstances may tutorial rooms be used for social gatherings or as private common rooms.

ACADEMIC LIFE

The Mansfield Library

The College Library is the centre of academic life in the College and is a popular study space, particularly at exam time, for many students who prefer not to work in their room. It also houses the College Archives. The Library is for the use of all resident members of the College. Students have 24-hour access to the Library with their room key. Eating and drinking are not permitted, except personal water bottles.

The Library holds general reference books, recent books of topical interest, and contemporary fiction. Requests for textbooks and reference books should be directed to the Academic Dean. The Cannington Law Library, named after W.G. Cannington (Senior Student 1962 who died in 1969), has a selection of law reports, digests, and statutes. There is also a tutorial room on the first floor.

ACADEMIC INTEGRITY

The College understands that students discuss topics, difficulties, and challenges concerning their studies. Peer learning is a vital part of collegiate academic life. However, discussing specific answers to pieces of university assessment, or borrowing others' work, is collusion. If you receive an academic integrity notice from the university, you must inform the Academic Dean immediately.

REVISION AND JACARANDA WEEKS

Key to academic success is thoughtful time management. It is essential that you begin revision for exams early enough to enable you to perform your best and achieve good results.

No College events take place in the last week of the teaching semester in order to facilitate an environment conducive to study. This revision week is marked on the College calendar in the colour of a jacaranda because, as the old Pauline saying goes, "if you aren't revising by the time the jacarandas are blooming, you have left it too late". During STUVAC and the examination weeks, supper is provided as a break from exam revision.

SYMPOSIA

External guest speakers usually speak on Mondays and Thursdays at College during semester. On Mondays guests give a short address at Formal Dinner followed by a Q&A discussion beginning at 7:30pm in the Junior Common Room. On Thursdays a pre-dinner seminar begins at 6:15 sharp in the McCredie Room followed by dinner in the McMillan Refectory. All residents are welcome to attend any of these events but are asked to sign up in advance for Thursday pre-dinner seminars.

PRINTER

A multifunction printer is available in the Library. This printer has the ability to scan documents to PDF and photocopy, as well as print in black and white. You will need your Papercut login details (emailed to you at the start of your residency). To top up credit, please attend Reception. Paper is supplied and you will be billed a charge per page to cover costs.

SPIRITUAL LIFE

CHAPLAINCY

St Paul's College is a Christian foundation in the Anglican tradition which welcomes members of all faiths and none. The faith on which the College is founded understands that its teachings are established by the authority of the Bible, and that Christ has '*granted to us all things that pertain to life and godliness, through the knowledge of Him who called us to His own glory and excellence*' (2 Peter 1:3). Furthermore, as an Anglican College, our expression of the Christian faith is summed up in the three historic Creeds and in the doctrines of the Anglican Church of Australia, as set down in the Book of Common Prayer (1662). The chaplaincy and Chapel experience at St Paul's encourages spiritual reflection and offers a range of Anglican worship services.

THE COLLEGE CHAPEL

The College's Anglican identity is primarily and outwardly expressed through the Chapel, consecrated in 1960 by the Most Reverend Hugh Rowlands Gough, Archbishop of Sydney 1959-1966; through the public reading of scripture and preaching; through the administration of the sacraments and prayer; through its music; through pastoral care; through opportunities for spiritual reflection and intellectually rigorous theological and ethical discussions; through the College's approach to collegial living – courteous, respectful and energetic, and placing emphasis on good character and on living out our values; through the role played by members of the College in the life of the Church; and through the way St Paul's engages in the University and the wider community (including through community service and outreach). Specific opportunities to learn and express the Christian faith are sustained. The College offers meaningful and diverse ways to learn how to live and relate to others with a Christian perspective of the world.

With this in mind, we warmly encourage all residents at St Paul's College, staff members and College families to explore, to experience and to participate regularly in Chapel life and its associated activities.

During Semester, liturgies are according to The Book of Common Prayer (1662) and A Prayer Book for Australia (1995). **Choral Evensong is sung each Tuesday evening from 5:15pm** with a sermon by the Chaplain, the Warden or visiting preacher at the Chaplain's invitation. Details of our services are published on the College's website and noticeboards.

Other important annual services held in the Chapel include Welcome Week and Commencement Services, ANZAC Day and Remembrance Day commemorative services, Valedictory Evensong, and the annual Festival of Nine Lessons and Carols.

As the Psalmist reminds us, '*I will praise the name of God with a song, and will magnify him with thanksgiving*' (Psalm 69:30). It is precisely for this that St Paul's College (like many other colleges in leading universities in Australia, the UK, and elsewhere, as well as cathedrals and other churches) has an impressive choral tradition offering a high standard of church music. The St Paul's College Chapel Choir consists of over thirty singers from the College and the Conservatorium of Music, as well as from other Colleges. Our Choir is central to College life and worship, so Paulines keen to audition for the Choir should contact the Director of Music, Dr Jack Stephens.

SPIRITUAL LIFE

WEEKLY CHAPEL SERVICES

We intend to offer the following weekly services during semester to which all students, staff and friends of the College from any faith or none are most warmly invited:

Monday	8:30am	Morning Prayer (20 mins)
Tuesday	8:30am	Morning Prayer (20 mins)
	5:15pm	Choral Evensong (60 mins) sung by the Chapel Choir
Wednesday	8:30am	Morning Prayer (20 mins)
Thursday	8:30am	Morning Prayer (20 mins)
Friday	8:30am	Morning Prayer (20 mins)
	12 noon	Holy Communion (40 mins)

Further information is available from the Chaplain who will also willingly help Paulines find a local church to visit or attend on a Sunday, as he and a number of our students have personal contacts across the full range of churchmanship on offer in Sydney.

College members interested in pursuing or finding out more about Baptism, Confirmation or Reception into the Anglican Church are invited to discuss their thoughts with the Chaplain.

BIBLE STUDY AND DISCUSSION GROUPS

In addition to regular Chapel services, we offer an intercollegiate Bible Study for those open to exploring the Bible for the first time but will be equally engaging for those who have had previous exposure to the Christian faith.

“Pints & Pages” is an informal discussion forum, held in the Salisbury bar, where people gather to read, discuss, and debate a short book, often centred on big questions of faith, philosophy, ethics, and culture. In practice, it sits somewhere between a book club, an apologetics evening, and a fireside conversation. These run for five weeks each semester on a Tuesday evening after formal dinner.

The World Views and Ethics discussion group meets most weeks with occasional guest speakers. This group engages with a range of ethical, moral and theological issues. Topics are often chosen by students and are disseminated earlier on the day. Supper, tea and coffee are provided on these evenings, and all are most welcome.

The details of the Bible Study and discussion groups will be disseminated at the beginning of each year.

SPIRITUAL LIFE

OUTREACH

Since its foundation, Paulines have involved themselves in community service and social justice activities, especially in and around the College neighbourhood. Such activities are coordinated by the Outreach convenors in liaison with the Chaplain.

St Paul's College students lead several outreach programmes through their volunteering and community service. Students have connected with the St Francis House Shelter for marginalized men and women, whereby Paulines regularly volunteer to prepare meals and stay overnight. Since 2021, Paulines have run an online weekly tutorial programme helping students from a regional NSW government High School prepare for their HSC exams. In January 2026, several Paulines went to Cambodia with RAW Impact to help build houses and work at a school.

Students also contribute to a wide range of outreach programmes through their fundraising efforts. These include fundraising during the Fathers' and Mothers' dinners to support charities such as Rural Aid. Students fundraise through BBQs at the Salisbury bar, benefiting Lou's Place for women in crisis. Students contribute to food relief through OzHarvest and support the Sony Camp Foundation.

The Outreach Convenors and/or the Chaplain would love to hear from any Paulines keen to get on board with this or any Outreach activities.

COMMUNITY LIFE

COLLEGE BUILDINGS AND GROUNDS

College buildings

The College's original buildings date back to the 1850s and include some of the finest examples of neo-Gothic architecture and stonework in Australia. Besides being our home, they are of very considerable historical interest and value, indeed of national importance, and College Members are encouraged to think of them accordingly.

Albert Wing: Named in honour of Robert Otto Albert AO RFD RD, Pauline 1953-56 and the College's most generous benefactor in living memory.

Arnott Building: Constructed in 1961 and named after The Most Rev'd Dr Felix Arnott CMG, Warden 1946-63, later Anglican Archbishop of Brisbane.

Blacket Buildings: Comprising the original College quadrangle, built in 1858-59 and named after its architect, Edmund Blacket.

Chapel Court: Flanking the College Chapel are Chapel Court South ('South Chap') and Chapel Court North ('North Chap') built in 1959-60.

Denison Wing: Built in the 1940s and named after Sir Hugh Robert Denison KBE (1865-1940), a significant benefactor of the College.

Garnsey Wing: Named after The Rev'd Canon Arthur Henry Garnsey, Warden 1916-1944.

Ivan Head Building: Completed in 2018 and named after The Rev'd Canon Dr Ivan Head, Warden 1994-2017. (In addition, the University of Sydney leases approximately 2,400 square metres of space under the Ivan Head Building and McMillan Building to the University for teaching purposes.)

Mansfield Library: Built 1967-68 and named in honour of John Leslie Stephen Mansfield (1906-65), Pauline 1924-28, a major benefactor and architect (with James Kell) of the Chapel, Chapel Court and Tower Block.

McMillan Building: Completed in 2018 and named after Stephen McMillan, Pauline 1974-79, whose support was instrumental in enabling the construction of this and the Ivan Head buildings. This building is home to the College graduate community.

Radford Wing: Completed in 1915 and comprising Top Radford ('T Rad') and Bottom Radford ('B Rad'), it is named after The Rev'd Lewis Bostock Radford, Warden 1909-1915 and later Bishop of Goulburn.

Tower Block: Designed by John Mansfield (architect of the Chapel) and built in 1966-68.

Warden's Lodge: Designed by Cyril and Arthur Blacket (sons of Edmund Blacket), the Lodge was completed in 1886.

COMMUNITY LIFE

OTHER NOTABLE PLACES

Junior Common Room: The Junior Common Room (JCR) is both the undergraduate student body and a physical space within the College. It is the undergraduate students' sitting room, for use at any time. We encourage students to move into the JCR after dinner, especially during winter when the open fire is sometimes lit, to enjoy coffee and further conversation. It is also used for social gatherings, debates, meetings, suppers and informal discussion groups. The grand piano can be used by musicians at any time. Resident College members may access the room at any time with their own room key, but should ensure that it is locked and the lights turned off if they are the last one out.

Senior Common Room: The Senior Common Room (SCR) comprises Fellows, senior College staff, and resident or visiting academics. The SCR is next to the Dining Hall. Members of the SCR dine on High Table, together with invited guests, Junior Deans, graduate students, and senior undergraduates. Other students may, from time to time, be invited to dine on High Table. The SCR is between the JCR and the Dining Hall.

Cloisters: The Cloisters is the area outside the dining hall and JCR, enclosed by the arcade of Gothic arches in the Old Quad. They consist of the Dangar Cloisters, built in 1864 with a gift from the Hon. H.C. Dangar, which were extended to include the Salisbury Cloisters in 1981-82 with a gift from Dr Charles V. Salisbury.

Concordia: The College Bell, 'Concordia', hangs above the entrance to the Concordia courtyard and the College Bar (the Salisbury Bar), and has been integral to College life since 1858. It is inscribed with 'Concordia soll ihr Name seyn' ('Concordia shall be her name'), from 'The Song of the Bell' by the German poet and playwright, Friedrich Schiller. Concordia is rung at 6:00pm and again at 6.25pm Monday to Thursday, signalling to students to start preparing and assembling for Formal Dinner.

Dining Hall: The Dining Hall, which is part of the original College buildings, is where all meals are taken and is the day-to-day meeting place for the College community, especially at Formal Hall from Monday to Thursday.

The Dining Hall was opened in 1859, the second year that students had occupied the College. Portraits of significant people in the College's History hang in it, including: Sir Alfred Stephen, who was Chief Justice of NSW and one of the founders of St Paul's College; Bishop William Grant Broughton, who was Bishop of Australia at the time of the College's founding; Air Marshal Sir James Rowland, former Governor of NSW and Pauline, a number of 20th century Wardens of St Paul's, and our two Pauline Prime Ministers, the Rt Hon Sir William McMahon and the Hon Gough Whitlam.

Quadrangles: Like most Oxford and Cambridge colleges, St Paul's College is built around quadrangles. Today, there are three—the original or Main Quadrangle, the Chapel Quadrangle, and the Third Quadrangle (behind Denison, and between the Ivan Head Building and McMillan Building). In Paul's parlance, 'the Quad', generally means the Main Quadrangle.

COMMUNITY LIFE

Rogers Room: The Rogers Room is located directly above the Junior Common Room. Named in honour of the Rogers family, who have been associated with the College since 1857, this room should be respected as a formal common space within the College. It is primarily used as a rehearsal space and for seminars, debates, after-dinner talks and recitals.

The Rogers Room is not to be used for impromptu parties, or as a private common room. For permission to book the Rogers Room for an event, please contact the Dean of Undergraduates.

Salisbury (or 'Sals'): The College is fortunate to have licensed premises, The Salisbury (or 'Sals'), established with funds from the estate of the late Dr Charles V. Salisbury. In keeping with Dr Salisbury's explicit wishes, the College Bar is intended for a convivial place for Paulines to meet, relax, enjoy conversation and each other's company over a drink.

The College Oval: The College Oval is a remarkable asset to the College. The College Oval is available to all resident members of the College for informal games (e.g. casual cricket, Tip, etc.). Consistent with the College ethos of respect for all members, please be mindful of other residents wishing to use the oval at the same time as you. If you are using the Oval to practise any 'throwing' athletics (e.g. javelin, discus) or golf, please be mindful of others' safety and use your common sense (e.g. hit golf balls away from cars and other people).

Games Room: The Games Room is located on the ground floor of the North Chapel building adjacent to the Chapel. There is a full-sized billiards table available for the use by all students. Students using these facilities must ensure that the equipment is respected and kept in good order, and that any damage is reported. The room is not to be used for parties or similar social gatherings.

Waddy Performance Centre: A unique facility for a university college is the music centre which is available for individual and ensemble practice, concert and theatre productions. The Waddy Theatre is equipped with the latest in lighting and sound technology and seats up to 270 in multiple configurations.

The theatre entry includes a foyer bar area and access to two music practice rooms and an ensemble room that also becomes backstage or 'green room' for performances in the theatre.

TAG Gymnasium: There is a large and high-quality gymnasium, including the Dance Studio in the basement of the Ivan Head Building. It is for the use of all resident members of the College.

When leaving the gym, equipment is placed back in its correct position. Food must not be eaten in the gym. Music in the gym must not be played on the speakers after 9.30pm.

McMillan Building - postgraduate common rooms and spaces

Refectory: The Refectory is the first room you arrive into through the Refectory Entrance and features a large hearth and our magnificent fresco, "St Paul's Altar" by Garry Shead. It is the main dining room where postgraduate brunch and dinner are served. The Refectory is at the heart of the community and can also be used for events in addition to meals.

COMMUNITY LIFE

The Chalmers Common Room (CCR): The CCR is located on the Ground Floor at the Southern most end of the building. Enter from the Refectory Entrance and turn left, and the CCR is at the far end of the corridor.

The East Common Rooms (ECRs): The ECRs are located at the far East end of the first, second, and third floors, and include kitchen, dining, and sitting areas.

Blattman Room: This is the servery located adjacent to and accessed via the Refectory.

McCredie Room: This is a private dining and meeting room immediately adjacent to the CCR.

Lee Common Room (LCR) and Rooftop Terrace: The Lee Common Room, located on the top floor of the McMillan Building, is a large shared space for members of Graduate House. An adjoining Rooftop Terrace offers panoramic views of the University and the surrounding city and is a popular setting for social events. The terrace is equipped with a large barbecue, an outdoor fireplace, and both casual seating and dining areas.

Access to the Lee Common Room and Rooftop Terrace is reserved for postgraduate students. Undergraduate students may request use of the space through Reception.

Notice boards and the SPC Portal

The College has its own intranet platform designed specifically for St Paul's students called SPC Portal (www.spcportal.com.au). All students receive login information prior to their arrival at College. On the SPC Portal you will be able to:

- Be notified about upcoming activities and see any changes that have been made to the College Calendar
- View and subscribe to the College Calendar (with iCal link to sync to your devices)
- Check the weekly Dining Hall menu
- Access key College forms (maintenance, WiFi support, reimbursements, guest meals, etc.)
- Browse academic resources, semester tutorials, event sign-ups, College policies, and more

Archives

The College Archives, on the ground floor of the Mansfield Library (the College Library), hold the records of the history of the College from its foundation in the 1850s.

This is an extremely important collection, with significance for the College, the University, and Australia at large, and its conservation and integrity is to be maintained at all reasonable cost. An enthusiastic group of students and staff, led by Richard Morgan, are always keen to hear from any student interested in exploring or helping with the College Archives. In the coming year, we hope to investigate and display more of the College archives. Interested students should contact Richard Morgan. For the continuation of the historical record, it is important that convenors of all student committees deposit their records with the Archives at the end of each academic year.

COMMUNITY LIFE

STUDENT ROOMS AND OTHER FACILITIES

Rooms in general

College members are responsible for the physical condition of their rooms. The College appreciates the desire to personalise the room, but this must be done without damage. **Blu Tac is the only permitted form of adhesive which may be used and must be removed from walls when a student vacates their room. Any other fixtures must not be used, including adhesive, hooks, nails, and screws.**

Students are expected to sleep in the bed provided by the College. Students over 6'2' (188cm), or with other medical requirements, may discuss the need for an extra-long or different bed with the Dean and the Facilities Manager. Permission for a non-standard bed must be applied for with the supporting documentation.

Furniture

All College rooms include a bed, desk, chair, and wardrobe. Permission is required from the Dean before removing any College furniture from your room. You are not permitted to remove furniture already in your room, or to bring furniture into it from elsewhere in the College (e.g. Common Rooms, tutorial rooms, or the library). You are not permitted to ear-mark College furniture as your own from year to year. Furniture must stay in the College room in which it was found.

If the Dean grants permission, residents may bring additional furniture into their room. Without the Dean's permission, students may bring a fridge (up to 100lt). It is the student's responsibility to ensure that the fridge is not placed directly on carpet. If the item is in good condition, residents may also bring armchairs or two-seat sofas into their rooms, however, this does not apply to rooms in the Ivan Head Building or McMillan Building, as these rooms are fully furnished. Items of furniture which obstruct access to or within a room, pose a safety or electrical risk, or pose a risk to the fabric of the College, will not be approved by the Dean.

Ivan Head and McMillan Common Rooms

The Ivan Head Building has six common rooms on the north and south ends of levels 1 to 3. The McMillan Building has three common rooms at the end of each corridor on levels 1, 2 and 3, as well as the Lee, Chalmers, and McCredie common spaces.

Residents in rooms adjoining these common areas, or who regularly use these spaces, are collectively responsible for the space, including any damage or mess. Each common room is fully furnished. **Due to fire regulations, no furniture may be added to the space, including fridges, couches, or tables.** Furthermore, fire regulations prohibit bicycles, sporting equipment, bags, or other paraphernalia being left in the space, such that it may obstruct movement through the common room. The common room furniture is not designed for outdoor use. Therefore, it is not to be left outside on the balcony, as exposure will cause damage to it. Smoking is expressly prohibited on the balconies. Instead, residents should use the dedicated smoking area next to the visitors' car park by the oval.

COMMUNITY LIFE

Damage

Residence in the buildings of the College, both old and new, brings with it great responsibility. Paulines must respect their College space and the heritage of our buildings. We expect students to come forward if they have caused any damage to the College buildings. Disciplinary action will be significantly worse if a student has been found to conceal damage caused. Furthermore, members of the College will be held responsible for damage caused by their guests.

Sandstone, leadlight windows, slate roofs, and historic furniture and artworks are all beautiful, but also fragile and expensive to repair or replace. Blu Tac must not be used to affix signage to sandstone. You are also expected not to hit, kick or throw any kind of ball against the sandstone, or in a zone where slate roofs or leadlight may be damaged.

Upon arrival, you must check your room for defects or damage, and report any problems on the form issued for this purpose by the College. Rooms will be checked by staff at the end of the year. **You may be charged for any damage beyond reasonable wear and tear**, in addition to any fines levied or other disciplinary action taken.

All damages to College property, whether wilful or accidental, or maintenance problems in your room or in common areas (e.g. bathrooms and corridors) should be reported immediately via the maintenance request form via the SPC portal.

Fireplaces

Most rooms in Blacket and Radford have fireplaces. Due to the prohibitive insurance costs associated with having these function, they are now strictly decorative and are not to be used. Current fire regulations forbid naked flames (including candles) in residential rooms.

Fire alarms

Fire protection systems, including smoke detectors, sprinklers and alarms, are crucial to the safety of College residents and must not be tampered with under any circumstances. Any interference with any aspect of fire safety systems is liable to result in severe College disciplinary action. If you tamper with a smoke detector, you will be fined \$300. If you falsely or wilfully set off a fire alarm, the fine imposed by Fire NSW (up to \$2,000) will be passed on to you, in addition to any other disciplinary action.

Laundry

There are five laundries for student use. They are located in Lower Garnsey, Lower Tower, Arnott (near Maples Gate), the Ivan Head Building, and the McMillan Building. Each wash costs \$3 (with coins) or \$4 (with card), and use of dryers is free. You need to provide your own washing liquid or powder. Irons and ironing boards are provided in Garnsey, Tower, South Chapel Court, the Ivan Head Building, and the McMillan Building.

COMMUNITY LIFE

Bicycles

Owned bicycles are to be stored at the designated bicycle racks. Bicycles may be locked with a chain and padlocked (supplied by the bicycle owner). Bicycles and helmets are brought and stored on site at the owner's risk.

Bicycles (or any other belongings) are not to be stored in public corridors, hallways or under stairwells. This is prohibited under NSW EPA 2001 fire regulations.

Shared bicycles (e.g. Lime or Beam bikes etc) cannot be brought onto College Grounds.

Electrical appliances

Bar radiators of any description are not permitted, and all heaters must be turned off if you are away from your room. Double adaptors are not permitted. Residents must use fused power boards with surge protection. All electrical items over the age of one year need to be tested and tagged, at the resident's expense. If under 12 months, the invoice is required as proof.

Parking

St Paul's is located in the middle of the University grounds in a busy part of the city. We therefore have limited parking. It is essential that all residents comply with parking regulations. Only cars for which the College has issued a permit, and that permit (sticker) is displayed, may park in College grounds. Both the College and the University security patrols are authorised to issue parking fines to cars parked unlawfully or causing obstruction at any time.

If you have a guest visit College, you may ask for a visitor parking permit from Reception during business hours. Guest parking is limited and, in fairness to other residents, frequent applications will not be successful. Residents wishing to apply for an annual permit may do so through the parking application process. A parking permit is \$700 per year. Permits are allocated on the basis of need and then seniority at College. Parking permits are colour-coded. The colour relates to the specific area of College to which the permit applies.

If parked outside of the relevant area, fines may apply. If you cannot park within your allocated zone because non-permit holders are parked there, telling Reception (reception@stpauls.edu.au) or the relevant Dean immediately either in person or by email will ensure you are not fined for parking elsewhere within the College grounds.

Each time a resident is found to have parked in college without a permit, they will receive a \$150 fine. Non-payment of a parking fine, or repeat parking offences, may result in a Salisbury and/or event ban (i.e. Wine Cellar or Formal). **If your car is found to have been parked illegally in college, any future application you make for a parking spot in college will be denied.** If you are found to be assisting residents or non-residents park illegally in college, you may: have your own parking spot taken away from you with no refund; be ineligible for a parking spot in the future; and/or be fined. A non-resident found to have parked illegally in college may receive a Salisbury and/or event ban.

COMMUNITY LIFE

Lockouts and lost keys

If you lose your room key, a \$30 charge will be made for a replacement. During business hours, please see Reception and you will be issued with a new key.

After hours, if you are locked out of your room, you can contact the Night Porter or CDO (see contact details at the start of this booklet), who will let you in.

If you are locked out during office hours (from Monday to Friday between 9:00am to 5:00pm), please go to College Reception.

Housekeeping

St Paul's is a community of adults and, as such, keeping your room and common areas clean and in good repair is the responsibility of all residents. Housekeepers will clean your room and change your college-provided bed linen once a week. For any personally owned bed linen, you may use the communal washing machines. Housekeepers will also clean and maintain the corridors and bathrooms daily. The Housekeepers cannot be expected to deal with unnecessary mess. A vacuum cleaner is available for students' use under the stairs next to room 33 in Top Radford. Vacuum cleaners are also available throughout College from the housekeepers. Please ask your housekeeper to borrow one when required.

Winter and summer break

Residency entitles you to the use of your room during the semesters (including the examination periods) and the winter break. **Unless the College has given permission otherwise, all personal belongings and rubbish are to be removed from rooms by 10:00am on move-out day at the beginning of the summer break.** This includes possessions you want to use the following year. This is very important, as the College needs to undertake essential maintenance over the summer break, housekeeping staff need to clean all rooms thoroughly, and some rooms are made available to guests during the vacation period. **Rooms will be inspected following move-out day and students who fail to comply with these requirements will be fined.**

The College is unable to store possessions over the summer break for students returning to College the following year.

COMMUNITY LIFE

COLLEGE MEALS

Formal Hall

On Monday to Wednesday evenings during semester, formal dinners are held in the Dining Hall, and on Thursdays formal dinners are held in the Refectory. These shared meals are the cornerstone of collegiate living. A tradition at St Paul's since its foundation, Formal Hall is where our most significant rituals and ceremonies take place. The College's *esprit de corps* is exemplified by the witty announcements and impromptu speeches that are made at Formal Hall. They are lively, convivial, and fun occasions and they are your best way of getting to know your fellow Paulines and of finding out what's going on.

Occasionally, Formal Hall will be a Black Tie dinner. These are more formal events held throughout the year to celebrate victories in Rawson, Rosebowl or Palladian Cup competitions, to welcome parents to College (Mothers' and Fathers' Dinners), or to say farewell to departing Paulines (Valedictory Dinner).

Unless you have a genuine commitment that prevents you from attending, you are expected to attend Formal Hall. Use of mobile phones during Formal dinner is forbidden.

If you arrive after dinner has started, courtesy requires that you enter the Hall and bow to the Warden from the door before moving to your seat. Except in the case of extreme indisposition, students are not permitted to leave the Hall until dinner is concluded.

Grace

At the start of dinner, all will stand as High Table processes into hall. The presider will then say the College Grace. At the end of dinner, the presider will ask all to rise for the final Grace.

Opening Grace: Benedictus Benedicat, per Jesum Christum Dominum Nostrum, Amen.
May the blessed one bless [us/this meal] through Jesus Christ our Lord, Amen.

Closing Grace: Benedicto Benedicatur, per Jesum Christum Dominum Nostrum, Amen.
May the blessed one be blessed, through Jesus Christ our Lord, Amen.

MEAL TIMES

Meal times are subject to change – please see the SPC Portal (www.spcportal.com.au) for up-to-date meal times and the weekly menu.

In order to encourage conversation and collegiality, the use of mobile phones is forbidden in the Hall. All meals must be eaten either in the Dining Hall or Refectory, except for lunch, which may be consumed in the Quadrangle. **Guests are very welcome at College meals, however, there is a charge of \$10 per meal, per guest.** To pay for each guest, please use the QR code in Hall. Students are responsible for the behaviour of their guests.

COMMUNITY LIFE

Crockery and cutlery is not to be taken away from the Hall. **Occupants of rooms where crockery from the Buttery is found will result in a fine.** Crockery found in a common room or corridor will result in a fine distributed equally among the residents of rooms adjoining the common space.

STANDARD OF DRESS

Paulines pride themselves on their high standard of dress and the tone it sets at College. All members of College are expected to abide by the dress regulations. Different places and occasions require different types and standards of dress, and the rich variety of College life makes it necessary to learn quickly what to wear and when.

Men's dress code

- *Smart Casual:* A casual collared shirt (e.g. linen); chinos or tailored shorts; and smart shoes.
- *Weekday College Formal Dinner:* Collared business shirt and tie; jacket (sports coat or blazer); trousers or chinos; leather shoes; and academic gown.
- *Black Tie College Formal Dinner:* Dinner suit; white formal shirt and black bow tie; black polished shoes; and academic gown.

Note: No jeans; no trainers; and academic gown must always be worn with a jacket.

Women's dress code

- *Smart Casual:* A collared shirt or smart top; knee-length-to-long dress/skirt or tailored trousers, smart shoes.
- *Weekday College Formal Dinner:* Attire suitable for office wear: jacket or blazer; smart knee-length-to-long dress, skirt or tailored pants, shirt or top; closed flats, heels or boots; academic gown.
- *Black Tie College Formal Dinner:* Evening dress—this is a very smart dress—knee-to-floor length. Dresses you might wear to a Formal are not worn to dinners at College; evening-appropriate flats or heels; academic gown.

Note: No jeans; no low-cut or 'cut-out' tops or dresses; no sneakers, trainers, or slides.

General rules concerning dress

1. Appointments with the Warden require smart casual dress as a minimum.
2. Students are expected to shower and change after sport or gym before entering the Dining Hall.
3. Caps and hats must be taken off when entering the Dining Hall.
4. **The following are forbidden in the Dining Hall at all times:** bare feet (footwear must be worn); active wear or sports gear; singlets, tank or muscle tops; bare midriffs or 'cut out' tops; and very brief shorts or skirts.

COMMUNITY LIFE

CULTURE AND SPORT

Palladian Cup

Throughout the year all six colleges on campus compete in the Intercollegiate Performing Arts Challenge for the Palladian Cup. The competition has ten sections: Oration, Debating; Solo Vocal, Ensemble Vocal, Solo Instrumental, Ensemble Instrumental, Solo Drama, Ensemble Drama, Dance, and Art.

Mummers

St Paul's College Mummers is the College's drama group. It was founded in 1948 by then Warden, Felix Arnott. Mummers usually stage a play towards the end of both first and second semester. This is a wonderful opportunity for both experienced actors and those new to the stage. A wide range of productions is on offer, from farce to more serious content.

Music

Music is one of the highlights of College life. The Director of Music, Dr Jack Stephens, manages music in Chapel, and conducts a choir made up of Paulines and non-College singers. In recent years the College has staged professional-level operas and public concerts, and has also been home to artists-in-residence, such as the Tarsus Chamber Collective. One or more student convenor is usually appointed each year to promote music in general among the students.

Students are invited to perform at Formal Hall or at other major events throughout the year. Groups of musicians will often form to perform either for their own enjoyment or for the enjoyment of others, such as after dinner in the JCR, or in the Salisbury Bar. Any effort to extend and enrich the already burgeoning musical culture of the College is encouraged.

There is a grand piano located in the JCR, as well as upright pianos in the Hall and Rogers Room, and music practice rooms within the Waddy Centre.

Rawson Cup and Rosebowl

The Rawson Cup is the male intercollegiate sporting competition, contested by St Paul's, St John's, St Andrew's, and Wesley Colleges. The competition includes eight sports:

Semester 1: Cricket, Rowing, Swimming, and Rugby

Semester 2: Soccer, Tennis, Basketball, and Athletics

Rosebowl (Macrae-Archdale Cup) is the women's intercollegiate sporting competition, contested by all University of Sydney colleges. The competition also includes eight sports:

Semester 1: Netball, Rowing, Swimming, and Hockey

Semester 2: Soccer, Tennis, Basketball, and Athletics

COMMUNITY LIFE

Social sport

The College social rugby team is known as the: the 'Warden's Own'. There are also informal AFL and Rugby League matches. Students keen on other non-Rawson or Rosebowl sports are encouraged to start their own games and encourage others to join in. Notices about all sports events are posted on the Vestibule Notice Board.

Touch football ('Tip')

Each weekday a social game of touch rugby (or 'Tip') is held on the Oval before dinner, with a summons viva voce in the late afternoon (usually around 4:30 pm). This has become one of the central rituals of the College day.

SOCIAL ACTIVITIES

Convenorships

Convenors, appointed by the Students' Club or Middle Common Room Committees in consultation with the relevant Dean, are student co-ordinators of various College activities and events. Convenorships are a great opportunity for residents to contribute to the fabric of College life and many are positions of considerable responsibility. All convenorship roles must be fair and appropriate, and contribute meaningfully to College life. Residents may apply for convenorships and role descriptions are available at the beginning of semester.

Events

All Paulines must meet with their respective Dean to organise logistics at least seven days before any event. This allows for the Dean to stipulate any guidelines for an event to run, to confirm final numbers, menus, room configuration and any equipment, and to liaise with Trippas White Group and the Facilities team to ensure preparations are ready in time. Due to fire regulations, there is an absolute limit of 204 people in the Dining Hall.

Private Parties

A 'Private Party' is defined by the College as any congregation of three or more people (students or guests) which is considered a social gathering typically involving eating, drinking, or entertainment beyond that which is considered normal routine in College. **Private Parties must be officially sanctioned by the Warden, Vice Warden or respective Dean.** The College retains complete discretion over the use of all venues for any event. Unauthorized or inappropriate use of any area, including your room, can result in a fine, suspension or expulsion from the College. Contact the Dean to obtain permission for parties. The Salisbury is unavailable for private parties.

Responsible Service of Alcohol (RSA) principles apply at all times, including BYO events, which must be approved by the Dean and have a limited and orderly supply of drinks. Under no circumstances can alcohol be sold or can guests be charged a fee for attendance at a private event. The Salisbury may only serve alcohol purchased under its licence within the licensed bar area.

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The College is mindful of consideration towards its residents and its neighbours. **Therefore, loud music or other loud noise will not be permitted after 10:30pm and no party may continue after midnight within College grounds.** It is advisable for you to arrange an off-campus after-party venue if you wish the event to run beyond this time.

Students are responsible for the behaviour and actions of their guests. You will be billed for any damage to College property arising from your party (in addition to any applicable fine or other disciplinary action). You may also be levied for any extra cleaning costs incurred.

Salisbury (or 'Sals')

The Salisbury, established with funds from the estate of the late Dr Charles V. Salisbury, is the College Bar. It is run by the Trippas White Group (TWG), who also hold the liquor licence. During the day, the Salisbury becomes a café. TWG employ suitably qualified students to help operate both the café and bar.

The bar is open in the evenings, from Monday to Thursday. The café is open from 7:00am to 3:00pm on weekdays during semester.

All students should take note of the following:

1. No-one under the age of 18 is to be admitted to the Bar, except with the express permission of the Licensee. Any person who is underage and admitted to the Bar may not be served alcohol or have alcohol bought for them, and must be accompanied by a responsible adult.
2. Identification must be presented upon request by staff or security.
3. Intoxicated persons will not be served alcohol and will be asked to leave the premises.
4. At closing time, all patrons should ensure that they leave the area promptly and quietly, with no loitering along the Driveway between Wesley and the Ivan Head Building, on Western Avenue, in the College Third Quadrangle, near the Ivan Head Building, or elsewhere.
5. All forms of rapid intoxication, e.g. sculling and shots, are strictly prohibited. Drinks will only be sold in standard measures, and neither jugs of spirits, nor shots will be sold.
6. Footwear is always required.
7. The only place where smoking or vaping is allowed is in the designated area of the Beer Garden.
8. Attempts to enter the College Bar outside of the ordinary trading hours without the explicit permission of the Warden are strictly forbidden and may result in suspension from the College or the College Bar.

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9. Attempts to enter the College Bar after being forbidden to enter by the Licensee, Bar Manager, Security, or Warden or his delegated authority, or to re-enter after being asked to leave, will result in an automatic ban from College Bar activity, and possibly other activities. This is in the interests of public safety, the welfare of residents, the civil liability of the College and the obligations of the licensee.
10. The College Bar is not the venue for 21st or other birthday parties.
11. The College takes a zero tolerance approach to alcohol or any illicit substance-related behaviour that causes or risks disturbance, damage or harm to any person or property.
12. Being under the influence of alcohol provides no excuse for inappropriate behaviour. The College has zero tolerance for behaviour anywhere which is inconsistent with its values of respect and dignity for all.

ILLNESS OR INJURY

Any injury sustained while on College grounds or related to College activities must be reported to the Deans as soon as possible. If injury or illness affects your ability to study or meet assessment requirements, please inform the Academic Dean as soon as practicable.

For non-urgent medical issues, the Honorary Medical Officer Dr Vincent Braniff who resides in the McMillan Building (0405 141 328) may be of assistance. You can also make an appointment with the University Health Service by calling 02 9351 3484.

For emergent medical issues, call 000. For other medical issues, urgent and otherwise, please contact either the Night Porter or the CDO. If you call 000, please then call the Night Porter or CDO, so that we may assist the paramedics to find and enter the College. The nearest hospital to College is RPA, whose Emergency Department can be contacted on 02 9515 6111. For urgent mental health issues, you can call the RPA Marie Bashir Centre assessment unit on 02 9515 1500.

ABSENCE FROM COLLEGE

If you are absent from College during semester time for a period of greater than three days (e.g. you are returning home, going on a holiday, or are in hospital), please contact the relevant Dean. You are, of course, free to come and go from College as you wish, however the College takes very seriously its responsibility for the safety and health of all its members. Being informed of when you are away from College allows us to do this, particularly in the instance of fire.

POLICIES

All college policy documents, including the Code of Conduct, Academic Policy, Sexual Misconduct Policy, the Bullying, Harassment and Discrimination Policy, the Hazing and Initiations Policy, and Grievance Procedure, are available for download at www.stpauls.edu.au/handbook-policies-and-governance/.

CODE OF CONDUCT

I. *Values*

- a. *Welcoming and Inclusive:* All members of the community should feel a sense of belonging. Structures are implemented that encourage and facilitate unity and enfranchisement. From the earliest encounter at St Paul's to our oldest alumni, effort should be made to value and include members.
- b. *Respectful:* The interactions of members between one another as well as with those outside the College should always be respectful. The culture of the College allows for respectful disagreement. It tolerates and even rejoices in differences of temperament, interest and contribution.
- c. *Collegial Collaboration:* The collegiate experience involves belonging to a community with a shared purpose. Working together to achieve common goals requires collaboration between staff, students, Fellows and other stakeholders. Collegial collaboration does not imply that everyone will always agree but it involves the willingness to respectfully engage and discuss issues with the disposition to work together for the best outcome.
- d. *Safety and Wellbeing:* The College seeks to reduce risks and provide wellbeing programmes in order to create an environment that is safe and supportive for all members.
- e. *Accountability:* We uphold and cherish personal and corporate responsibility. The College celebrates success as well as acknowledging and learning from failure.
- f. *Transparency:* We value openness and clarity in communication and behaviour. Communication channels need to be clear, honest and free flowing.
- g. *Learning:* St Paul's is an academic institution that values learning in all forms. Learning is not limited to chosen academic disciplines and it is encouraged in the spectrum of experiences at St Paul's.

2. *Standards of Personal Behaviour*

- a. The College encourages College members to behave always in ways that best exemplify the College's values.
- b. The College expects and requires that its students, staff, residents and visitors will:
 - i. act with honesty and integrity, and ethically;
 - ii. treat all students, staff, and others with dignity and respect;

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- iii. abide by Federal and State laws and regulations;
 - iv. abide by College and University by-laws, handbooks, policies, procedures and guidelines (including, for example, inter-collegiate and Sydney University Sport and Fitness policies and procedures); and
 - v. ensure that behaviour does not embarrass or otherwise bring the College into disrepute.
- c. Actions inconsistent with these Standards of Personal Behaviour will make those responsible liable to disciplinary action, including the possibility of suspension or expulsion from the College.

3. *Scope and Purpose of this Code of Conduct*

- a. These standards of personal behaviour are required of all resident members of St Paul's College at all times, whether in or out of College property at the time, and whether during semester or vacation. A student or other resident member of the College, wherever they are, is expected to act in a way that is consistent with the values of the College and its good standing, and with this Code of Conduct.
- b. The standards of behaviour set out in this Code are expected of all students, staff, other residents, and visitors to the College, all of whom are bound by College By-laws, policies and procedures (including all requirements set out in the Handbooks of the College).
- c. St Paul's College students are also students of the University of Sydney, and accordingly are subject to the University's powers and processes on student discipline and misconduct, including in relation to conduct not undertaken on University or College grounds (e.g. on a sporting tour). University policies include a code of conduct, and policies on topics such as sexual misconduct, health and safety, student discipline, academic honesty, alcohol consumption, and bullying, harassment and discrimination. The Warden may be obliged to refer serious breaches of University codes or policies by any College student to the University. Sanctions include expulsion from the University.
- d. Any person associated with the College taking part in inter-collegiate activities is bound by any inter-collegiate codes of conduct or other policies as determined by the Heads of Colleges.
- e. A College member, wherever they are, is also subject to the law, which applies in College as it does in the wider community.
- f. **The standards of personal behaviour set out in this Code of Conduct are necessary and important:**
 - i. to ensure that the values of St Paul's College are upheld in the conduct of its members towards each other and towards others;
 - ii. in particular, to ensure that respect and dignity are accorded to all;

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- iii. to fulfil the College's responsibility to be a safe and respectful environment;
 - iv. to reflect the good character expected of all members of the College;
 - v. to enable members of the St Paul's College community to live and learn together harmoniously and well;
 - vi. to enable the St Paul's College community to co-exist harmoniously with our neighbours, including in The Women's College, Wesley College, Moore College, and other colleges, the University, and the local community;
 - vii. to honour our position within the wider University of Sydney, the Anglican Church, and the wider community;
 - viii. to respect the law;
 - ix. to meet the legitimate expectations the community has of us; and
 - x. to ensure the good standing of the College and of all its members.
- g. This Code of Conduct applies in conjunction with other policies and procedures of the College and of the University of Sydney, including (but not limited to):**
- i. the St Paul's College Grievance Procedure;
 - ii. the St Paul's College Guidelines for the College Response to Allegations of Sexual Misconduct;
 - iii. the St Paul's College Bullying, Harassment and Discrimination Policy;
 - iv. the St Paul's College Hazing and Initiations Policy; and
 - v. the University of Sydney Code of Conduct for Students and other policies, including on academic and personal conduct, such as:
 - A. The University of Sydney's Academic Honesty in Coursework Policy 2015;
 - B. The University of Sydney's Bullying, Harassment and Discrimination Prevention Policy 2015; and
 - C. The University of Sydney's Student Sexual Assault and Sexual Harassment Policy 2018.
- 4. *Unacceptable personal behaviours***
- a. Consistently with the Standards of Personal Behaviour set out above, Unacceptable Personal Behaviours for which the College's disciplinary processes apply include (but are not limited to):

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- i. academic misconduct, such as plagiarism, cheating in examinations or other assessments, and fabrication of research results.
- ii. sexist or racist behaviour and language.
- iii. sexual misconduct, including sexual harassment or sexual assault. The College's zero-tolerance approach to sexual misconduct is reflected in its Guidelines for Response to Sexual Misconduct, which College students, staff and residents are obliged to read and abide by.
- iv. bullying, harassment or discrimination of any kind of another person.
- v. disrespectful, threatening, intimidating, demeaning, degrading or offensive behaviour. For example:
 - A. participation in Welcome Week or any College or Students' Club or other festivities or events shall involve no "trial by ordeal" or obligatory participation in or inducement to participate in initiations, drinking games or activities that are inconsistent with the values and behavioural expectations stated in this Code or in the College Handbook. Membership of College does not give a more senior member of College the right to expect, demand or coerce participation.
- vi. any form of hazing or any other behaviours that compromise or risk students' physical, psychological or emotional safety and well-being (whether or not it is with the consent or apparent consent of the other person).
- vii. abuse – be it verbal, written or physical, subtle or overt – including sledging of competitors in sporting or other competitions. Demeaning or degrading chants, songs, heckling, banners and the like are prohibited.
- viii. any retaliation against or victimisation of anyone who has disclosed, reported, witnessed or complained about unacceptable behaviour, or who has supported anyone who has done so, or intervened to prevent or stop unacceptable behaviour.
- ix. treatment of College catering and cleaning staff with anything but the highest level of courtesy. Complaints of any kind should be brought to the relevant Dean in the first instance, and never to the domestic staff themselves.
- x. public or publicly-observable urination, sex or nudity (which may be treated as forms of harassment).
- xi. interference with fire equipment and other safety equipment.
- xii. having naked flames (including lit candles) in residential rooms, or starting any fire other than as authorised by senior College officers, or causing unnecessary fire alarms by deliberate or careless action.

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- xiii. smoking except in the designated smoking area or areas.
- xiv. willful or careless damage of your College room or any of its provided furnishings.
- xv. willful or careless damage to any College common room. A common room shared by several student rooms will be treated as the collective responsibility of the students' whose rooms open onto it, and those students will be liable for any and all damage to the common room or its contents.
- xvi. willful or careless damage to the College's property or the property of anyone else.
- xvii. abandonment of any personal possessions or rubbish in any College common space.
- xviii. failure to immediately report any accidental damage to College property or the property of anyone else.
- xix. theft or attempted theft. So-called souveniring from other Colleges or premises is a form of theft and is dealt with as such, including with liability to criminal prosecution.
- xx. noise disturbance. In all residential areas of College no noise from your room or corridor should disturb your neighbours after 10:30 pm, and beyond midnight nothing shall be audible beyond your room or corridor. A noise complaint from The Women's College, Wesley College, Moore College, or other neighbours, is liable to attract a heavy fine and/or other penalty.
- xxi. unauthorised private parties, as defined in the College Handbook.
- xxii. any involvement with illegal drugs (including sale, possession, use, distribution or being under the influence of) or involvement with legal drugs (whether prescription or non-prescription drugs) other than for the treatment of a genuine medical condition, by prescription where necessary.
- xxiii. being under the influence of excessive alcohol, including where this leads to or contributes to conduct with wider consequences.
- xxiv. inducing or promoting excessive consumption of alcohol. All involved in the service of alcohol are bound by the Responsible Service of Alcohol principles. A person who is drunk is incapable of giving consent to sexual activity.
- xxv. the use or possession of nitrous oxide bulbs, or "nangs", at any time, within or outside of College.
- xxvi. recording and/or distributing images (such as photographs or videos of a personal or private nature on cameras or mobile phones) without the express permission of the person concerned.
- xxvii. any other misuse of social media, for example through inappropriate social media posts. All College students and staff are responsible for the content they publish on social media platforms, and it is imperative that all students and staff understand that at all times, they must not:

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- A. post or encourage material that is, or might be construed as, sexist or racist or in any way disparaging or disrespectful towards any individuals,
- B. post or encourage material that is, or might be construed as, threatening, harassing, bullying, or discriminatory,
- C. falsely imply they are authorised to speak or express views on behalf of the College or Students' Club, or associate any inappropriate activity with the College in any way,
- D. disclose on social media any confidential information or personal information obtained in their capacity as a resident or staff member of the College, or
- E. bring the College into disrepute.

xxviii. the use of College information or communications technology facilities or services to access pornography, or for any behaviour inconsistent with these standards (e.g. showing disrespect to others).

xxix. breach of any law, regulation, College or University by-law, handbook, policy, procedure or guideline.

xxx. involvement of a student's parents in matters pertaining to discipline or academic standards. The College and its officers will deal directly with the student in all cases. Parents must not contact officers of the college about disciplinary or academic progressions matters.

xxxi. involvement of the students' parents in reporting or requesting matters related to maintenance or the fabric of the students' room or other facilities. Students must take responsibility for making these reports and requests.

xxxii. other behaviour inconsistent with the values of the College.

- b. intoxication or the use of drugs (both of which are offences under this Code) can never be an excuse or a mitigating factor if they lead to actions that attract disciplinary consequences in the College.
- c. many of these Unacceptable Personal Behaviours are illegal, and therefore liable to Police investigation and criminal prosecution, as well as being contrary to this Code of Conduct and to University policies, and liable to College and/or University disciplinary processes.

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Respect X

If you experience or witness sexual harassment or bullying, you can visit the SPC Portal or www.respectx.com.au to make an informal or formal report, including the option to remain anonymous.

Each report is stored securely and treated confidentially.

5. ***If You Are Affected By Or Witness Unacceptable Behaviour***
 - a. The College is committed to being a safe and supportive environment for all people. Where someone has been adversely affected by the behaviour of others, we are committed to holding perpetrators to account wherever possible.
 - b. The College is committed to responding to complaints and reports sensitively, fairly, expeditiously, and confidentially while following the principles of procedural fairness.
 - c. The College encourages and trains its resident members to be active and positive bystanders who take safe and appropriate action to prevent or stop misconduct which they witness or suspect, and expects them to report instances of misconduct that may require action by the College.
 - d. If you wish to make a disclosure, complaint, or report to the College, please contact any of the following:
 - v. Ms Dieni Powell, Vice Warden
 - vi. Mr Matthew Newcombe, Dean of Undergraduates
 - vii. Dr Jack Stephens, Dean of Graduates and Director of Music
 - viii. Ms Lucy Williams, Academic Dean
 - ix. Mrs Katie Newcombe, Senior Tutor
 - x. Mrs Mariela Killham, Associate Dean of Graduates and Director of Marketing
 - xi. The Rev'd Antony Weiss, Chaplain
 - xii. The Rev'd Dr Ed Loane, Warden
 - e. If you wish to seek advice in relation to any matter, please contact any of the aforementioned members of staff, or an Associate Dean, Junior Dean or Peer Support Leader.

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- f. The College is willing to receive anonymous disclosures and reports, which it will take seriously. It regrets that anonymity is likely to limit its capacity to investigate and/or take action.
- 6. ***Process of Investigation***
 - a. Where a resident member of St Paul's College or other relevant person fails to comply with this Code (whether through the Unacceptable Personal Behaviours listed above, or in other ways), they may be subject to:
 - i. advice, caution or discipline by College officers, following appropriate investigation;
 - ii. if applicable, disciplinary or other processes of the University of Sydney, including University Security and Sydney University Sport and Fitness, or authorised by the Heads of Colleges;
 - iii. complaints and personal liability under Australian laws and regulations;
 - iv. police investigation for potential criminal action.
 - b. If you wish to make a disclosure, complaint, or report to the College, or to seek advice, regarding a breach (or possible breach) of this Code, please contact one of the individuals listed above.
 - c. As stated above, the College is committed to responding to complaints and reports sensitively, fairly, expeditiously, and confidentially while following the principles of procedural fairness.

Investigation of Violations of the Code of Conduct

- d. Where a member of College is alleged to have committed any act of interpersonal misconduct, that is, any behaviour consisting of mistreatment or victimization of another person, or which creates an alleged victim, the College's Grievance Procedure will be applied in classifying, investigating, and concluding the matter.
- e. Where a member of College is alleged to have committed any act against the College itself, such as damage or theft of College property, lying to College staff, violation of the standards of personal behaviour, misuse of College resources; or against any other institutional body; or any other behaviour which violates this Code of Conduct, any other College policy, or the law, but does not create an alleged victim, the procedure below shall be applied.
 - i. If a complaint or report is made, or the Warden determines that an allegation of a breach of the Code requires investigation, the Vice Warden or Dean of Undergraduates (in the case of the St Paul's undergraduate community) or the Dean of Graduates will ordinarily undertake an investigation in which anyone accused of a breach of the Code of Conduct (respondent) will be advised of the allegation/s against them, and given full opportunity to respond.

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- ii. All parties, including any witnesses, will be asked to maintain strict confidentiality.
 - iii. The College will offer pastoral support to the respondent, as appropriate.
 - iv. Where he considers it necessary, the Warden may make requirements of a student (such as relocation within or removal from the College) while an investigation is being undertaken; this does not, and should not be taken to, prejudice or reveal the outcome of the investigation.
 - v. The respondent will be advised of the progress of the process (where appropriate) and of the outcome.
 - vi. An investigation will ordinarily involve the Vice Warden/Dean of Undergraduates or Dean of Graduates advising the accused person of the allegation both orally and in writing, and providing them with an opportunity to respond in writing as well as orally.
 - vii. Evidence will be sought, ordinarily in writing as well as orally, from relevant witnesses.
 - viii. The accused will ordinarily have the opportunity to respond to a draft finding by the Vice Warden/Dean of Undergraduates or Dean of Graduates.
 - ix. In the light of the finding of the investigation and recommendation by the Vice Warden or Dean of a penalty, if any, the Warden or his delegate shall determine appropriate action, including penalty in accordance with the College By-laws and as listed below.
- f. Behaviour inconsistent with the Code of Conduct may be the subject of other processes, such as those authorised or undertaken by the Heads of Colleges, University Security, other officers of the University, or the Police, and each has a range of penalties.

7. *Consequences*

- a. Penalties which may be imposed for breaches of the Code of Conduct, College By-laws or Regulations, or other policies, include:
 - i. fines in amounts not exceeding one week's fees;
 - ii. being banned from a specified locality within the College (e.g. the College Bar), or from undertaking a specified activity within or outside the College;
 - iii. being banned from drinking or being under the influence of alcohol within or outside the College;
 - iv. being suspended or expelled from the College by the Warden;

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- v. being banned from College property; and
 - vi. such other reasonable penalty or requirement as the Warden may determine.
- b. Examples of such other penalty or requirement include reprimand, warning (e.g. that a further breach renders the offender liable to suspension or expulsion), compulsory counselling, removal of rights or privileges, community service or work, and moving of rooms.
- c. A person responsible for damage and other costs will ordinarily be required to pay in full for making good the damage and/or costs incurred, in addition to any penalty that may be imposed or action taken. For example, the costs incurred by an unnecessary fire brigade call-out caused by unacceptable (deliberate or careless) behaviour can be around \$2,000, and the person responsible is liable to be charged this fee by the College.

8. *Review*

This Code of Conduct will be reviewed and revised from time to time, and the latest version (which shall be binding) posted on the College website.

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GRIEVANCE PROCEDURE

This Grievance Procedure is to be used in accordance with the principles outlined, and details elaborated in other College policies, including, but not limited to, the College Statutes, Bylaws, Code of Conduct, Guidelines for the College Response to Allegations of Sexual Misconduct (GCRASM), Bullying, Harassment, and Discrimination Prevention Policy, Hazing and Initiations Policy, and all other documents outlined in the College Register of Policies. Nothing in this procedure should be read to contradict or act as alternative to any procedures detailed or principles elaborated therein.

This procedure is applicable to grievances concerning interpersonal misconduct. This includes Sexual Misconduct (as elaborated in the GCRASM) but is not limited to any one type of interpersonal grievance. This procedure is not applicable to individual violations of College policies which do not involve an aggrieved party, such as damage to or misuse of College property or facilities, violation of enrolment or academic policies, misleading staff members, or similar behaviours, which are considered in the “Code of Conduct”.

“Interpersonal misconduct” is to include any behaviours involving an alleged perpetrator and an aggrieved party, where at least one member of College is involved. This includes but is not limited to:

1. Sexual misconduct and sexual assault;
2. Bullying, harassment, and discrimination;
3. Hazing or victimisation;
4. Physical violence;
5. Verbal abuse;
6. Extortion, blackmail, or manipulation; and
7. Any behaviour toward another person that violates any relevant College policy.

Respect <x

If you experience or witness sexual harassment or bullying, you can visit the SPC Portal or www.respectx.com.au to make an informal or formal report, including the option to remain anonymous.

Each report is stored securely and treated confidentially.

A member of College who believes himself or herself to be a victim of interpersonal misconduct, or any person who believes himself or herself to have been so victimised by a member of St Paul’s College (hereafter the “complainant”), may initiate this Grievance Procedure by making a disclosure and report to any relevant member of staff or of student pastoral leadership.

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This procedure distinguishes between a “disclosure” of misconduct, in which the details of the matter are outlined to a member of staff so that pastoral support and discussion of options may follow, and a “report”, by which the complainant makes an official complaint and requests the College act in response to the disclosure.

A complainant may choose to make a disclosure without a report; that is, without initiating the Grievance Procedure. In such a case, the staff member receiving the disclosure will file notes detailing the disclosure, but response will be limited to pastoral support of the complainant, except where staff determine that the alleged perpetrator may pose an ongoing threat to the safety of the complainant or of others. A complainant who has chosen to make a disclosure without a report may choose subsequently to make a report, and initiate the Grievance procedure at any time.

A complainant may make a disclosure and/or report through the RespectX platform (www.respectx.com.au) directly to the Warden, Vice Warden, Dean or Associate Dean of Graduates, Dean of Undergraduates, Senior Tutor, Chaplain, Academic Dean, or another member of the St Paul’s Residential Life Team. A complainant may also make a disclosure to a Peer Support Leader or Junior Dean, who must tell either the Vice Warden, Dean of Undergraduates or the Dean of Graduates, but need not share the name of the complainant without his or her consent. A complainant cannot make a report directly to a PSL or Junior Dean, but may be supported by a PSL or Junior Dean in making a report to a relevant member of staff.

When the grievance procedure has been initiated, the following process will apply, where applicable. The procedure will be guided by the Vice Warden or relevant Dean (Graduates or Undergraduates), unless requested otherwise by the complainant. The College’s response to disclosures of interpersonal misconduct is to be victim-led, and not all sections of this process will apply to all cases, or be in the interests or consistent with the desires of a victim.

i. Initial response and referrals

- i. The initial response by the College to a report of alleged misconduct is tailored to the time of the offence and the time of disclosure as follows:
 1. Active (i.e. immediate and/or ongoing risk) or recent (within last couple of hours)
 2. Occurred within 72 hours, but not active, complainant not in danger
 3. Occurred more than 72 hours ago, complainant not in danger
 4. Historical offence.
- ii. **The initial response may include:**
 1. Providing assistance to the student, staff member or any other person involved to ensure safety and wellbeing and ameliorate any immediate and/or ongoing risk.

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2. Gathering information to facilitate any appropriate immediate response (security, emergency services etc.)
 3. With consent and where appropriate, providing referral to a medical centre/ professional, possibly including the Sexual Assault Crisis Centre at Royal Prince Alfred Hospital.
 4. In the case of Sexual Misconduct, provision of the St Paul's College Disclosure and Reporting Postcard (GCRASM, Appendix 1) and explanation of the options on the card to the student.
- iii. St Paul's College staff/leaders are to be mindful that they may be the first person the complainant and/or alleged perpetrator speaks to about an alleged offence, and to respond to disclosures with appropriate sensitivity and care.
 - iv. If a medical examination is required, St Paul's Staff/Leaders will assist in a referral to the service of the complainant's choice, as per St Paul's College Disclosure and Reporting Postcard.
 - v. St Paul's College will refer all complainants to the appropriate Counselling and Psychological services for support. Should the complainant request, St Paul's College staff will assist in the booking of any appointments and/or assist in attending the service.
2. **Informing other areas of St Paul's College and/or the University**
 - i. The College will, with the complainant's consent, inform the relevant staff in the College and/or divisions of the University of suggested actions to lessen the risk of harm to the complainant. This may include the provision of alternative spaces to work/study at the College for the involved parties.
 - ii. If the complainant does not give consent for information about alleged misconduct to be provided to other areas of the College or the University, the College may still be in a position to take steps to prevent a reoccurrence.
3. **Investigation by the College**
 - i. Where the complainant identifies the alleged perpetrator as a St Paul's College resident, the College will advise the complainant of his or her options, including College action, or, where relevant, reports to the University and/or to the Police.
 - ii. If the complainant declines to report the matter to the Police, but requests the allegations be determined by the College, the matter will be investigated in accordance with College statutes, policy and procedures. The College may assist by obtaining a statement from the complainant detailing the alleged misconduct. The complainant may be asked to sign an acknowledgement which states that he or she understand the limitations of the College's ability to investigate and determine such matters. This acknowledgement may also detail the complainant's reporting options in relation to the allegations as well as his or her decision not to report to the Police.

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- iii. Where the alleged perpetrator is a student member of St Paul's College, the investigation will be conducted by the relevant Dean, or the Vice Warden in the case of an undergraduate, or his or her delegate. **The Warden may instead nominate an external person to conduct the investigation rather than the relevant Dean.**
- iv. **Where the complainant is a member of another Residential College, St Paul's College will, if requested by the complainant, liaise with the complainant's College including, where agreed conducting a joint investigation.**
- v. Where the complainant identifies the alleged perpetrator of an act of misconduct as a St Paul's College staff member, the matter will be dealt with by the Warden, in conjunction with the College Council as per relevant workplace policies and procedures. It is not the role of any other staff members to interview alleged perpetrators who are staff members. After consideration with the College Council the Warden may nominate an external person to interview and take statements from staff and student complainants/witnesses to an alleged act of misconduct conducted by a staff member. These statements will be referred to the Warden. The College will not take any action that may compromise any criminal investigation.
- vi. Where the alleged perpetrator is from an organisation affiliated with the College, the College may, with the complainant's consent, refer the matter to the affiliated or associated organisation for the organisation to investigate.
- vii. Where the alleged perpetrator is a member of the public not affiliated or associated with the College, or the University of Sydney Inter-College Community in any way, the College has no basis to investigate the allegations and determine if they are substantiated. The report and referral services will still be available, and College staff will support the complainant through the process of reporting the misconduct to the relevant authority.
- viii. Authorisation is required from the Warden, after consultation with the Vice Warden and respective Dean, before any alleged perpetrator is interviewed by St Paul's College staff.
- ix. After authorisation as per 3(viii) or in the case of a complainant, any interview must have two members of St Paul's College staff present. The complainant or alleged perpetrator is entitled to bring a person of support to the interview. Persons of support cannot act on behalf of the complainant or an alleged perpetrator.
- x. Any interview/investigation will have effective notes taken, as per the St Paul's College investigation report (Appendix 1).
- xi. An alleged perpetrator is entitled to the details of the alleged act of misconduct, in detail. Consent for the release of names and any other identifying information will be obtained from the complainant before its release. A complainant has the right of refusal to share identifying details, however he or she acknowledges the limitations as per 3(ii).

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- xii. investigation by the College may include, but is not limited to, interviewing the complainant and alleged perpetrator, interview of witnesses, or review of CCTV.
- xiii. at the conclusion of the investigation, the investigator will issue a finding **on the balance of probabilities (that is, whether the investigator is satisfied that the conduct complained of was more likely to have occurred than not). This finding will be communicated in writing** to the alleged perpetrator and complainant, outlining the College's conclusion on the facts of the matter and advising of any disciplinary measures to be implemented.

4. Concurrent Investigations

- i. Where there are concurrent reports of an investigation of an act of misconduct to the College, the University or the Police arising out of the same set of circumstances, the criminal proceeding/processes take precedence over any College misconduct proceeding.
- ii. Ordinarily formal College disciplinary action will not be able to proceed until a criminal proceeding is finalised. However, in exceptional circumstances, the Warden may determine otherwise. In all cases, the College will proceed with due care to ensure that any action taken in the College proceeding does not prejudice the criminal proceeding/process.
- iii. Deferral of a College investigation does NOT prevent the College taking other reasonable measures to identify and mitigate imminent or potential risks to the College community.
- iv. St Paul's College staff will assist criminal investigations where required, in accordance with the requirements of the law, University and College regulations, policies and procedures.

5. Where the complainant decides to disclose but not report

- i. A complainant may identify a St Paul's College student as the alleged perpetrator of an act of misconduct, but not wish to make a report to the College, the Police, or other authority. Where this occurs, The College will support his or her decision and explain that he or she can change his or her mind at any time. The incident will be notified to the Warden. The College will also consider other options to ameliorate any risk to the safety of persons affected by the activities of the alleged perpetrator.
- ii. Where a St Paul's College staff member is identified as the alleged perpetrator of an act of misconduct, but the complainant does not wish to report the offence to the Police or to the College as staff misconduct, the College will support the complainant's decision and explain that he or she can change his or her mind at any time. The incident will be notified to the Warden. The College will also consider other options to ameliorate any risk to the safety of persons affected by the activities of the alleged perpetrator.

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- iii. Where the complainant identifies a perpetrator as being from an organisation affiliated or associated with the College, but does not wish to report the offence to the Police or for the matter to be referred to the affiliated or associated organisation, the College will support the complainant's decision and explain that he or she can change his or her mind at any time. The College will also consider other options to ameliorate any risk to the safety of persons affected by the activities of the alleged perpetrator at that other organisation.
- iv. Where ongoing risk to the complainant or members of the broader University community is identified, the incident will be reported to the Director of Student Support Services.
- v. Where lack of further action by the College may present an ongoing risk to the College community, the Vice Warden, the Dean of Undergraduates, or Dean of Graduates is responsible for identifying said risk and implementing appropriate actions to ameliorate that risk and to provide a safe work and study environment.
- vi. The above principles must also be balanced against the obligation of the College to protect the wellbeing and safety of the College community and to comply with any mandatory legal reporting obligations.

Implementation of reasonable measures

The College is committed to providing accessible and non-discriminatory support for students who are affected by misconduct. In order to provide a safe environment conducive to study to all parties, the College, through the recommendation of the relevant Dean or Vice Warden, and approval of the Warden, may impose reasonable measures on some or all parties to an ongoing grievance investigation. These measures should not be construed as disciplinary, do not prejudice the outcome of an investigation, and do not presume guilt on the part of any party.

6. **Reasonable measures to a complainant and/or alleged perpetrator during an investigation may include, but are not limited to:**
 - i. Changes in the attendance time of meals
 - ii. Academic support adjustments through the Senior Tutor
 - iii. Relocation into another section of the College
 - iv. Suspension from the College, for a reasonable time
 - v. Suspension from College activities, including participation and access to the College bar.

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7. **The application of Reasonable Measures** outlined in 6(i) will be determined on a case-by-case basis. Application of Reasonable Measures as result of a Report, or during an investigation by the College or an external agency, is not determinate of the outcome of the investigation or occurrence of misconduct.
8. **In implementing Reasonable Measures, the College will:**
 - i. Consider the risk to the complainant;
 - ii. Consider the welfare of the involved parties;
 - iii. Apply the principles outlined in all relevant College policies, including, but not limited to the Statutes, Bylaws, Code of Conduct, and the GCRASM;
 - iv. Seek to balance any conflicting rights and interests to ensure victimisation does not occur;
 - v. Take into account any relevant external requirements as a result of sexual misconduct potentially amounting to a criminal offence; and
 - vi. Discuss the proposed Reasonable Measures with the affected parties.

Outcomes of reasonable measures

Following the conclusion of investigations undertaken pursuant to this Grievance Procedure, the Warden, in consultation with the Vice Warden and relevant Dean, may impose such outcomes as he is empowered under the College Statutes, Bylaws, Regulations, the Code of Conduct, the GCRASM, or other College Policies, as relevant to the misconduct in question.

These may include, but are not limited to caution, reprimand, warning, fine, compulsory counselling, removal of rights/privileges, community service, moving of rooms, suspension, or expulsion.

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ACADEMIC POLICY

Continuation of residency at the College, either as an undergraduate or graduate student, is dependent upon satisfactory academic performance, full-time study, as well as good conduct.

Students who fail to maintain satisfactory academic performance in any semester will be subject to the following steps. Whether a student has satisfactory academic performance will take into account their degree progression (that is, whether a student can maintain and complete a full-time study load), whether they have a Semester Average Mark of below 60%, have failed subjects, or have received an academic progression warning, or academic integrity breach, from the University. While students remain on Academic Warning for the duration of their residency, engagement with academic support from the College may not be required after sufficient progress is demonstrated.

1. Academic warning and academic support plan

a. *Degree by coursework*

A student who fails to maintain satisfactory academic performance within a given semester will be placed on Academic Warning and invited for interview by the Senior Tutor or Academic Dean. This meeting will provide the opportunity for discussion about the reasons for the poor academic performance, the student's circumstances and welfare, and strategies for academic improvement. The outcome of this meeting will usually be an academic support plan to help the student improve their performance.

b. *Research degree*

If, after consultation with a student and consideration of all relevant aspects, progress on their research degree is deemed to be unsatisfactory, the Senior Tutor or Academic Dean will issue an Academic Warning.

2. Discontinued residence

a. *Degree by coursework*

A student who, having already received an Academic Warning in any previous semester, fails to maintain satisfactory academic performance in a subsequent semester during their degree course, will not be permitted to return to the College the following semester.

b. *Research degree*

A student who, having been issued an Academic Warning on grounds of unsatisfactory research progress, is deemed at any subsequent regular consultation to remain in or to have resumed a state of unsatisfactory progress, will not be permitted to return to the College the following semester.

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3. Show cause meetings

- a. A student whose residency has ended may elect to attend a 'show cause' meeting with the Warden, Senior Tutor or Academic Dean, or delegates to discuss any extenuating circumstances which would merit the student remaining at college.
- b. The following are examples of extenuating circumstances which may be taken into account in allowing a student to maintain their residency in college:
 - i. Significant illness or injury, including mental health challenges, during the semester;
 - ii. family or other personal difficulties; or
 - iii. bereavement.
- c. For extenuating circumstances to be taken into account:
 - i. the College must have been informed reasonably in advance of these difficulties before receiving a student's academic results; and
 - ii. the student is expected to have taken reasonable steps, including applying for university special consideration, to address the impact of the extenuating circumstance on their studies.
- d. Only in exceptional circumstances will extenuating circumstances be considered sufficient for a student to remain in college when those circumstances have not been raised previously with any member of college staff.
- e. The following are not considered extenuating circumstances:
 - i. Poor degree or subject choice;
 - ii. Lack of knowledge of university deadlines or administrative processes and policies;
 - iii. Lack of college tutorials in a particular subject; or
 - iv. Involvement in college activities.

A student's conduct record, including their tutorial attendance and their adherence, if relevant, to their academic support plan, will also be taken into consideration.

4. Discontinued residence for semesterly results

In exceptional circumstances, the Warden may, at his discretion, advise a student that they are not permitted to return to college the following semester notwithstanding that they have not previously received an Academic Warning. This discretion may be exercised when a student's results indicate that a student has failed to make a genuine attempt at undertaking a full-time study load throughout the semester by:

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- a. Discontinuing multiple subjects;
- b. Failing to complete assessment pieces leading to absent fails; or
- c. Obtaining very poor marks indicating the student has not genuinely attempted to complete a full-time study load that semester.

5. Results

Following the release of semester results in July and December, students are required to submit an up-to-date copy of their online result history to the College. (A certified copy of their university transcript which is only available upon degree completion and conferral is not required.) If a student fails to submit their results within seven days of the release of semester results, College may assume that they have not satisfied requirements to return in the following semester. If a student has results pending, they must notify the College and submit a copy of their course results with incomplete grades within seven days.

ENROLMENT CHANGES AND DEGREE PROGRESSION

1. The College Offer

A College offer is conditional upon the student remaining a full-time student of the university they were enrolled in when they commenced at St Paul's.

2. Maintaining a full-time study load

- a. Any student who is enrolled in or completes less than 24 credit points (ie. less than a normal full-time study load) will not be permitted to remain in College, unless the student can show exceptional circumstances.
- b. Any student wishing to study less than 24 credit points in a semester whilst remaining in College must meet with the Senior Tutor to show exceptional circumstances justifying their remaining in College and obtain the Senior Tutor's written permission for a reduced study load.
- c. The following are examples of exceptional circumstances which may be taken into account in allowing a student to remain at college whilst taking a reduced study load:
 - i. significant (i.e. State or Australian) representative sporting commitments, or equivalent cultural commitments running during the semester;
 - ii. an internship for a limited period of time (ie. not a student's usual part time job) that complements the student's course of study; or
 - iii. for research students, a reduced study load necessitated by experimental, field research, or similar timelines;
 - iv. for later year students, degree-related work experience;

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- v. for students who can demonstrate genuine financial need and who can demonstrate they have exhausted university, bursary, or government funding, the need to work to provide for essential living expenses.
- d. The following are not considered extenuating circumstances justifying less than 24 credit points:
 - i. taking a reduced load for the purpose of gaining an academic advantage;
 - ii. dropping subjects in anticipation of changing courses the following semester;
 - iii. involvement in college or other activities; or
 - iv. less than full study load due to missing university deadlines.

3. Maintaining your course of study

- a. Any student who changes their degree, whilst staying at the same university, must inform the Registrar of the title of your new degree within 7 days of this change being confirmed by the university. Students are strongly advised to meet with the Senior Tutor or Academic Dean before changing degrees.
- b. Any student who transfers to a degree at a different university will not be allowed to continue at College and their place at College will lapse.
- c. Any student wishing to study for a degree at a different university whilst remaining in College must meet with the Senior Tutor or Academic Dean and Head of Admissions to show exceptional circumstances justifying a re-offer of their place at College.
- d. Exceptional circumstances that may be taken into account when granting permission for a student to transfer to another university include:
 - i. whether the student is from a regional area; and
 - ii. where the new degree is in a study area entirely not offered by the student's current university (ie. notwithstanding differences in degree titles, a similar area of study is not offered at all by the student's current university);
- e. A College place will not usually be re-offered for study at a new university where the students' proposed study area is offered at both the student's current and proposed university, notwithstanding different entry requirements or differences in teaching or degree structure.

4. Failing to communicate enrolment changes

Any student who is found to be completing a reduced study load, discontinued courses below a full-time load, or having changed their university without the written permission of the Senior Tutor, Academic Dean and/or Head of Admissions may be asked to leave College.

LIST OF WARDENS

WARDENS OF ST PAUL'S COLLEGE

Henry Judge Hose MA	1856-1862
William Henry Savigny MA	1862-1865
William Scott MA	1865-1878
William Hey Sharp MA	1878-1908
Lewis Bostock Radford MA DD	1909-1915
Arthur Henry Garnsey MA	1916-1944
Felix Raymond Arnott MA ThD	1946-1963
Alexander Peter Bruce Bennie MA	1963-1985
Maxwell McNee Thomas BD MA ThD	1985-1994
Ivan Francis Head BA BD PhD	1995-2017
Donald John Markwell BEcon (Hons) MA MPhil DPhil	2018-2019
Edward Alexander Loane BSc (Syd), BD (Hons), DipMin (MTC), PhD (Cantab)	2020-

COLLEGE HYMN

JERUSALEM

by Hubert Parry

And did those feet in ancient time
Walk upon England's mountains green?
And was the holy Lamb of God
On England's pleasant pastures seen?
And did the countenance divine
Shine forth upon our clouded hills?
And was Jerusalem builded here
Among those dark Satanic Mills?
Bring me my bow of burning gold!
Bring me my arrows of desire!
Bring me my spear! O clouds, unfold!
Bring me my chariot of fire!
I will not cease from mental fight,
Nor shall my sword sleep in my hand,
Till we have built Jerusalem
In England's green and pleasant Land.



ST PAUL'S COLLEGE
UNIVERSITY OF SYDNEY