



## ETHICS GOVERNANCE AND COMPLIANCE COMMITTEE

### EMBEDDING RESPECTFUL RELATIONSHIPS ADVISORY COMMITTEE

#### Purpose

Issues of respect, consent and student sexual misconduct have featured prominently in the media and in conversations with our students and community. Wesley College is committed to taking action to address these concerns, embedding ethical behaviour standards and a culture of respectful relationships in our educational programs, developing insights through data and reporting processes, policies, student voice, teaching and engaging with our broader community.

The College considers this to be consistent with, and essential to, our core value: *Wesley provides a world-class education that embraces, encourages, and celebrates inclusivity, acceptance, diversity and the development of the whole child.*

#### Authority to Act

Delegation of Council in accordance with the Constitution.

ERR Advisory Committee will operate for a twelve (12) month from April 2021 then transition to Ethics Governance & Compliance Committee

#### Composition

- Council Members two (2), Principal, Head of Campus SKR
- Co-opted members: No more than four (4) based on skills, capability and experience as advisory to Council
- Invitees: EA to Principal and select others as required

The committee will include representatives of the College Council, College Executive and independent members. The composition of the committee will have regard to gender and diversity, College Duty of care / Child Safe responsibilities (VRQA and legislative standards and obligations) will seek to include the following skills:

1. Cultural and organisation change implementation and community engagement
2. Governance, legal, reporting, policies, and frameworks
3. Social media, cyber bullying, teenage behaviour, and youth culture
4. Diversity and inclusiveness building a positive culture of safety to protect against sexual assault and harassment and unacceptable conduct
5. Consequence, education, restorative justice, pastoral care, and student support

Positions on this committee will be for a 12-month term, are advisory in nature, voluntary and unpaid. All members will be asked to sign standard induction documentation including a non-disclosure agreement, Working with Children check and police check.

#### Conduct of Meetings

- At least twice per term commencing late April 2021 and 'as required'
- Chaired by nominated Council Member – Chair of Nominations
- Minutes of all proceedings of meetings are to be kept

## Key Responsibilities

The College Executive under the leadership of Nick Evans, Principal and Kim Bence, Head of St Kilda Road Campus, now have an unprecedented level of open engagement and dialogue with our students and are seeking to further develop this opportunity to listen and respond.

The College Executive are developing a management action plan (MAP) to review and refresh existing policies, processes and programs seeking to incorporate the current and contemporary thinking in the areas of:

- The complex matrix of Respectful Relationships inclusive of review of sex education, age-appropriate programs on consent, 'speak up' culture and practice, social media, cyber bullying, and pornography.
- Teacher and staff training: consistent training and frameworks around identifying and responding to student sexual offending, legal obligations, and pastoral care tools
- Disclosure avenues: anonymous and identified (noting that **WesleySAFE** has been released at end Term 1 2021 ready for launch at start of Term 2 to encourage the student 'voice' and disclosure)
- Follow up, student welfare support and communications to the community
- Frameworks for discipline and consequence and pastoral care

The Wesley College Council has resolved to constitute an ERR Advisory Committee to focus on:

- a) Oversight of the MAP, including milestones and timelines
- b) Providing support and an accessible sounding board to the College Executive as the MAP is developed and refined
- c) Ensuring that a lens of contemporary thinking on embedding respectful relationships to meet the complex matrix of respectful relationships including sexism / misogyny with a focus on teenage education
- d) Reviewing and endorsing significant policies, processes, frameworks, data collection / reporting and implementation plans
- e) Advising on implementation, engagement and communication with students, teachers, parents, and our communities

**Key to succeeding with all the above is the need for female and male student voices to be heard and contributing strongly to enabling the College to proactively ensure a culture of safety.**

## Committee Reporting

- Minutes of Meetings to be provided to the next Council meeting

FINAL April 2021