



Jane College Gender-based Violence Prevention and Response Plan and Outcomes Framework

Provider name: Jane College

Principal Executive Officer name and position: Joanna Rosewell, Principal/CEO

Plan period: 1 January 2026 to 31 December 2029

1. Statement of commitment to Gender-Based Violence Prevention and Response

Jane College is committed to creating a community in which all students and staff are safe, respected and able to thrive. This commitment is articulated and operationalised through the **Jane Accord**, which centres truth-telling, community responsibility, restorative principles, culturally safe practice, and continuous improvement. The Accord serves as a philosophical and practical foundation for the College's GBV Prevention and Response Plan, ensuring that all policies and actions:

- Prioritise safety and dignity
- Uphold trauma-informed and survivor-centred practice
- Take a whole-of-organisation approach
- Reflect the voices and lived experiences of students and staff
- Strengthen accountability across governance, leadership and operations

Gender-based violence (GBV) has no place in our community. We recognise our responsibility, as a higher education student accommodation provider, to prevent GBV wherever possible and to respond to all forms of GBV swiftly, compassionately and in accordance with trauma-informed best practice.

This Plan outlines the whole-of-organisation systems, structures and actions through which Jane College will meet the requirements of the National Higher Education Code to Prevent and Respond to Gender-Based Violence (the Code), and the cultural standards and commitments of the Jane Accord.

2. Provider overview

Jane College (formerly Jane Franklin Hall) is an independent, non-denominational residential college affiliated with the University of Tasmania. Situated in South Hobart between the University's Sandy Bay and City campuses, the College is home to approximately 130 undergraduate students and a small number of postgraduate students from across Tasmania, mainland Australia, and a diverse range of international communities. The College provides a fully catered, supportive, residential environment grounded in academic success, wellbeing, respect and community belonging.

The demographics of the College vary each year but are approximated on average to be as follows:

- Average age of students: 19
- Female students: 54%
- Male students: 44%
- Non-binary students: 2%
- CALD: 20%
- First nations: 2%
- Students with disability (mostly living with neurodiversity): 27%
- Low-socio economic: 45%
- LGBTQIA: 15%
- Under 18 students: 5%

The College is governed by the College Council, which holds ultimate responsibility for safety, compliance, and strategic oversight. Day-to-day operations and pastoral care are delivered by approximately 25 employees, including Senior Residents, wellbeing staff, the Management team and professional staff.

A dedicated Sub-Committee of Council, the College Culture Committee, ensures systematic attention to the health, safety, culture, conduct and wellbeing of the Jane community. The culture committee represents a clearly defined governance architecture, spanning Council, the Principal, the Dean of Students, student leadership roles and volunteer students of different backgrounds, genders and identities. It provides cross-College guidance on emerging risks. It also evaluates policy implementation, and monitors the College's adherence to national standards, including the National Higher Education Code to Prevent and Respond to Gender-Based Violence.

2.1 Previous GBV Prevention and Response Initiatives

Jane College has progressively developed its GBV response and prevention practice through a range of initiatives and reforms over recent years, including:

- **Mandatory training for staff, Senior Residents and student leaders** in consent, active by-standing, responding to disclosures, professional boundaries, and child safe practice.
- **Wellbeing and safety actions** focused on respect, consent, alcohol harm minimisation, and safe celebrations during Welcome Week and key student events.
- **Strengthened reporting pathways** including confidential student support channels most notably the online reporting portal RespectX). The College has also developed clearer escalation processes with a renewed emphasis on early intervention.
- **Introduction of professional boundaries training and policy**, helping staff and student leaders manage boundaries and maintain safe, respectful interactions.
- **Strengthened disciplinary and behavioural management processes**, including clearer documentation, structured communication, and joint management–student leader engagement.
- **Greater integration of international under-18 student support requirements**, recognising their heightened vulnerabilities and the College’s obligations under the *Education Services for Overseas Students (ESOS) Act 2000* (Commonwealth) and the *Child and Youth Safe Organisations Act 2023* (State).
- **Alignment of key policies** specifically Child Safe, Inclusion and Diversity, Code of Conduct, Gender Based Violence, Alcohol consumption and the College Obligations and Terms of Residence (COTR), to reinforce expectations around safety, respect and accountability.
- **Intentional action to dismantle fraternity/sorority-style behaviours and manage the influence of “old boys” and “old girls” culture**, including reforming traditions that reinforced hierarchy or gendered power imbalances and clarifying that alumni involvement must support, not shape, student leadership and culture at Jane.

2.2 Lessons Learned to Inform the New GBV Response and Prevention Plan

The College’s previous efforts have highlighted several key lessons, which shape the design of the current whole-of-organisation GBV Prevention and Response Plan and Outcomes Framework:

- **Culture-change requires shared ownership:** Genuine progress occurs when staff, Council and students work together through structured governance such as the College Culture Committee.

- **Clarity, consistency and transparency are essential:** Students respond best to clear expectations, simple reporting pathways, and consistent follow-through on consequences.
- **Training must be immersive, repeated and role-specific:** Annual and mid-year training refreshers, practical scenarios, and specific modules for SRs, SCC leaders and staff are essential.
- **Student safety is strengthened through proactive, rather than reactive, approaches:** Early interventions, visible leadership alignment, and coordinated pastoral care reduce escalation.
- **The College must be intentional about the experiences of diverse groups,** including international students, under-18s, ABTSI students and those who identify as LGBTQIA+.
- **Embedding GBV prevention into everyday operations is critical:** Safety and respect must be visible in orientation, community standards, staff supervision, facilities management, event approvals, and leadership practice.
- **Restorative practices and trauma-informed approaches need careful, skilled application:** Staff require ongoing support to balance fairness, compassion, and accountability.
- **Traditions are not neutral:** Unexamined traditions and informal power structures can reinforce gendered hierarchies, exclusion and silence, increasing GBV risk if they are not actively governed.
- **Alumni influence requires clear boundaries:** Positive alumni engagement depends on clearly defined limits; without these, informal “old boys/old girls” influence can undermine student safety, leadership accountability and culture reform.
- **Culture change must be explicit, not assumed:** Simply expecting harmful behaviours to fade is ineffective—clear statements, consistent decisions and visible leadership are required to dismantle unacceptable traditions.
- **Student leaders need institutional backing:** Student leaders are more effective in resisting harmful cultural pressures when expectations are set and enforced by staff and governance, not left to peer negotiation alone.
- **Safety improves when hierarchy is reduced:** Reducing informal hierarchies and status-based traditions strengthens bystander behaviour, reporting confidence and inclusive participation.

These lessons underpin the shift toward a stronger, more integrated, evidence-based and culturally informed approach that aligns with both the National Code and the commitments of the Jane Accord.

3. Planning, engagement and evidence

The development of the Jane College Gender-Based Violence (GBV) Prevention and Response Plan is grounded in evidence, meaningful engagement, and the lived experiences of our community. In keeping with the principles of the Jane Accord, the College has taken a whole-of-organisation approach that centres truth-telling, accountability, respect, and cultural safety.

3.1 Evidence Base for the Plan

This Plan draws on multiple sources of evidence to ensure that our prevention and response strategies are informed, contemporary, and reflective of the needs of the Jane community. These evidence sources include:

- **Learned experience and institutional memory**, including several years of implementing consent training, managing disclosures, supporting student wellbeing, refining misconduct processes, and strengthening pastoral care systems.
- **Data collected** through the College's online reporting system, RespectX.
- **Student surveys and feedback**, including the annual wellbeing survey, Welcome Week evaluations, and targeted pulse checks that capture experiences of safety, culture, inclusion, and respect.
- **Consultation with the Student Club Committee (SCC)**, whose members provide insight into student priorities, reporting barriers, social culture, and opportunities for strengthened peer-led prevention.
- **Input from Senior Residents**, who have direct experience responding to incidents, supporting students, managing boundaries, and assisting with early intervention. Their feedback has been instrumental in clarifying risk points, designing practical response pathways, and shaping training content.
- **Advice from the College Culture Committee**, which has guided the development and refinement of the Jane Accord, ensuring that it reflects both governance needs and student realities.
- **Risk management systems overseen by the College Council**, including incident reporting trends, annual risk reviews, existing WHS frameworks, and the College's strategic risk register. This ensures the Plan is integrated with Jane College's broader approach to organisational safety and governance.
- **Past reviews of Jane College culture**, including an external University-commissioned review in 2022 into the College's management of sexual misconduct, and a 2024 review examining the influence of Old Girl and Old Boy culture on current students.
- **National and sector evidence**, including the National Higher Education Code to Prevent and Respond to Gender-Based Violence, current research on GBV in residential college environments, best-practice models across Australian tertiary institutions professional bodies including the University Colleges Australia (UCA) Safer Communities Framework.
- **University of Tasmania feedback and collaboration**, including a University-led review in 2022 that informed the development of the Deed of Affiliation between the College and the University of Tasmania.

3.2 Engagement and Co-Design

The planning process was intentionally collaborative to ensure that prevention and response strategies reflect community voices and build shared ownership across staff, governance and students. Engagement activities included:

- Structured discussions with Senior Residents during leadership training and mid-year workshops
- Consultation sessions with the Student Club Committee
- Review and advice from the College Culture Committee

- Integration of insights from professional and operational staff
- Feedback loops with student cohorts following Welcome Week, Formal Dinners, and major events
- Mapping of internal processes with wellbeing and operational teams

These engagement mechanisms support the development of this Plan that is lived and reflects the true rhythms, challenges and strengths of life at Jane College.

3.3 Ongoing Review and Continuous Improvement

In line with the Jane Accord’s commitment to learning and accountability, the College will undertake structured evaluation and review activities including:

- A whole-of-organisation GBV risk assessment every March, to identify emerging risks, track cultural progress, analyse reporting patterns and ensure the Plan remains dynamic and evidence-based.
- Annual review of training content, reporting pathways, and student support mechanisms
- Six-monthly reporting to the College Council and the College Culture Committee
- Integration of new national requirements or sector best-practice reforms
- Reflection on incident data and student feedback to guide targeted interventions

These continuous improvement processes ensure that GBV prevention and response at Jane College remains adaptive, responsive and aligned with contemporary expectations.

4. Approach

Jane College is committed to preventing and responding to gender-based violence (GBV) wherever it may affect our students or staff—including at the College, on University grounds, online, and at any affiliated, social, academic or residential event. Our approach is grounded in the principles of the Jane Accord, placing safety, dignity, accountability and cultural respect at the centre of all decision-making.

Our prevention efforts address both the drivers of GBV—including gender inequality, harmful social norms and power imbalances—and the contextual factors that can heighten risk in residential and tertiary environments, such as alcohol and other drugs, isolated or poorly supervised spaces, online harms, hazing or initiation practices, and power dynamics in placements, leadership roles and peer groups.

We take a whole-of-organisation approach, embedding GBV prevention and response into governance structures, policies, daily operations, community leadership and external partnerships. This ensures that every part of the College system contributes to a safe, respectful and inclusive culture.

Key elements of our approach include:

- Visible leadership and clear accountability, including oversight from the College Council and its Sub-Committees.
- Clear, accessible policies and procedures that set expectations and outline consequences.
- Safe, confidential and culturally appropriate reporting and response pathways, including trauma-informed practice.
- Specialist support and coordinated care, ensuring timely, sensitive and appropriate responses to disclosures.
- Capability building for staff, Senior Residents, student leaders and the broader community, through ongoing training and role-specific development.
- Inclusive, strengths-based communication that promotes respect, challenges harmful norms and supports a diverse community.
- Continuous monitoring, review and evaluation, including annual whole-of-organisation risk assessments and regular reporting to governance committees.
- Co-design and engagement with groups disproportionately affected by GBV, including women, First Nations people, culturally and linguistically diverse students, students with disability, and LGBTQIA+ community members.
- Collaborate with the University of Tasmania to support effective implementation of this Plan and of the University's own *Gender-Based Violence Action Plan 2025-2026*.

This integrated approach ensures that GBV prevention and response is not a single program, but a sustained, community-wide commitment woven into every aspect of life at Jane College.

5. Whole-of-Organisation Gender-based Violence Prevention and Response Plan

Standard 7: Safe Student Accommodation – student accommodation is safe for all student and staff.

Accountable Leadership and Governance				
7.2	Action	Responsible	Timeline	Resources
	Develop a Jane College Prevention and Response Plan	Principal	Q4 2025	<i>Guidance to Develop a Whole-of-Organisation Gender Based Violence Prevention and Response Plan and Outcomes Framework; Utas Gender-based Violence Action Plan 2025-2026; University Colleges Australia Safer College Communities Framework; Culture Committee and wider student body</i>
	Conduct a Whole-of-organisation Risk Assessment	Principal	Q1 2026 and each March thereafter	<i>Jane Whole of College Gender-based Violence (GBV) Risk Assessment Template; Culture Committee and wider student body</i>

7.3	Monitor and Review Prevention and Response Plan	Principal, Culture Committee, Council	Q2 annually by Culture Committee; every four years by Council	
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Safe Environments and Systems

7.4	Action	Responsible	Timeline	Resources
	Develop process for staff to declare prior investigations for GBV	Principal	Q1 2026 and subsequently with staff onboarding	Draft <i>Jane College Gender-Based Violence Declaration</i> (in process of gaining legal advice)
	Develop process for staff to declare existing or previous intimate relationships with students	Principal	Q1 2026 and subsequently with staff onboarding	Draft <i>Jane College existing or previous intimate relationships Declaration</i> (in process of gaining legal advice)
	Revise existing Sexual Misconduct Policy and procedure to reflect Code requirements	Principal	Q1 2026	Jane GBV Policy and Procedures

Knowledge and Capability

7.5	Action	Responsible	Timeline	Resources
	Strengthen and implement evidence-based training in GBV prevention and responding for all residents	Dean of Students	Q4 annually	Sexual Assault Support Services (SASS)
	Provide evidence-based training in GBV prevention and responding for all staff	Principal	Q2 and Q4 annually	SASS
	Promote and disseminate prevention-based communication	Dean of Students	Ongoing	<i>Statement on College Culture; COTR; Student Handbook; training; posters on noticeboards; SASS;</i>

				<i>Plain Sheet</i> (weekly communication); SCC FB group page
7.6	Ensure risk assessments are undertaken by those with expertise	Principal and Dean of Students	As required	University of Tasmania Student Safety and Wellbeing Team

Safety and Support

	Action	Responsible	Timeline	Resources
7.7	Provide multiple confidential reporting options including anonymous pathways	Principal	Ongoing	Respect X; multiple internal contacts in place eg SRs, SCC, staff, GBV Policy and Procedures; University Student Safety and Wellbeing Team
	Provide person-centred, trauma-informed support systems	Principal	Ongoing	SASS; Dean of student; SRs; SCC; staff members; University Student Safety and Wellbeing Team
	Undertake a risk assessment to all disclosures and formal reports	Dean of Students	As required	Jane College GBV Risk Assessment Template; University Student Safety and Wellbeing Team
	Ensure risk assessments are undertaken by those with expertise	Principal and Dean of Students	As required	University of Tasmania Student Safety and Wellbeing Team
	Implement safety measures as required	Principal and Dean of Students	As required	College Crisis Management Committee (CMC); University of Tasmania Student Safety and Wellbeing Team; Policies and Procedures
	Develop and Implement support plans	Dean of Students	As required	Jane College support plan template; University of Tasmania Student Safety and Wellbeing Team
	Maintain and strengthen formal referral networks with university and external services`	Dean of Students	Ongoing	SASS; University of Tasmania Student Safety and Wellbeing Team; Positive Solutions; and others (eg police) as required
7.8	Report College GBV data to the University	Principal	Every six months	RespectX
7.9	Review Deed of Affiliation with University of Tasmania to ensure compliance with Code	Principal	Q1 2026	<i>2022 Deed of Affiliation</i>

6. Outcomes Framework: Jane College Gender-Based Violence Prevention and Response Plan, 2026–2029

Outcome Area	Outcome Statement	Indicators / Measures	Data Source	Reporting Frequency	Responsible Officer
1. Safety and Wellbeing	Students feel safe at Jane and trust College systems to address GBV.	<ol style="list-style-type: none"> 95% of students reporting they feel safe in College accommodation (target ↑ annually) Reduction in environmental risks identified through audits Increased awareness of safety supports 	Annual surveys, incident reporting trends, environment audits	Annual and Quarterly summary to Culture Sub-Committee	Principal; Dean of Students
2. Knowledge and Awareness	Students and staff understand consent, respectful relationships and reporting options.	<ol style="list-style-type: none"> 95% participation in Welcome Week consent training 100% staff completion of annual GBV training Students articulate knowledge of pathways (survey) 	Onboarding records, survey results	Annual	Dean of Students
3. Capability to Respond	Staff, SRs and student leaders demonstrate confidence and competence in responding to disclosures.	<ol style="list-style-type: none"> 95% SLT training attendance Response times meet Code expectations Quality-of-response reviews show trauma-informed practice 	Training logs, case tracking, supervision records	Quarterly	Dean of Students
4. Effective and Timely Responses	All disclosures of GBV are managed promptly, safely and in alignment with trauma-informed best practice and the Code.	<ol style="list-style-type: none"> 100% of disclosures receiving an initial response within required timeframe Consistent application of interim safety measures 	Case management system	Quarterly and Annual	Principal; Dean of Students

		3. Survivor experience feedback (anonymous)			
5. Cultural Improvement	Jane shows measurable progress in culture, inclusion, and prevention behaviours.	<ol style="list-style-type: none"> 1. Increase in positive culture indicators (e.g. bystander confidence, sense of belonging) 2. Decline in harmful behaviours or traditions 3. No evidence of fraternity/sorority type behaviour 	Culture Sub-Committee reviews, student feedback, incident data	Annual	Culture Sub-Committee
6. Student Leadership Performance	Student leaders model respect, safety and inclusive culture.	<ol style="list-style-type: none"> 1. SR and SCC compliance with conduct expectations 2. Evaluations of leadership performance 3. Reduced incidents during student-led events 	Leadership reviews, event reports	Semester and Annual	Dean of Students
7. Governance and Transparency	GBV prevention and response are governed effectively, with clear accountability and public reporting.	<ol style="list-style-type: none"> 1. Annual public report published in December each year 2. Council receives full implementation report annually in November 3. Alignment with National Code affirmed yearly 	Council minutes, published report	Annual	Principal; Council Chair

De-identified data and outcomes from this Framework will be reported to the University of Tasmania in accordance with agreed reporting requirements, supporting shared oversight, assurance and continuous improvement.

8. Implementation, monitoring and endorsement

The Jane College Gender-Based Violence Prevention and Response Plan and Outcomes Framework will be implemented as a whole-of-organisation framework over the period **1 January 2026 to 31 December 2029**, with clear accountability, structured monitoring and regular review to ensure effectiveness, compliance and continuous improvement.

8.1 Implementation

Implementation of this Plan is the responsibility of the Principal, supported by the Dean of Students, College management, Senior Residents, student leadership and professional staff. The actions outlined in Section 5 are embedded within existing governance, operational and pastoral systems to ensure that GBV prevention and response is part of everyday practice rather than a standalone initiative.

Implementation will be supported through:

- Integration of GBV prevention and response requirements into staff induction, student orientation and ongoing training programs
- Alignment of College policies, procedures and reporting pathways with the National Higher Education Code and relevant University of Tasmania frameworks
- Clear communication of expectations to students, staff and student leaders, including through the College Obligations and Terms of Residence (COTR) and Student Handbook
- Ongoing collaboration with the University of Tasmania, including appropriate referral to the UTAS Student Safety and Wellbeing Team where matters involve shared risk or University jurisdiction

8.2 Monitoring and Review

Monitoring of the Plan's effectiveness will occur through both operational oversight and formal governance reporting, ensuring transparency and accountability.

Key monitoring mechanisms include:

- Annual whole-of-organisation GBV risk assessments, conducted each March, to identify emerging risks, assess cultural trends and inform targeted prevention strategies
- Six-monthly reporting to the College Council and the College Culture Committee on implementation progress, incident trends and outcomes
- Collection and review of de-identified GBV data through RespectX and internal case management processes, consistent with UTAS reporting expectations

- Evaluation of training participation, capability development and student awareness through surveys and feedback mechanisms
- Review of outcomes against the Outcomes Framework indicators set out in Section 6

Findings from monitoring and evaluation activities will inform continuous improvement, policy refinement and targeted interventions.

8.3 Continuous Improvement

In keeping with the principles of the Jane Accord, this Plan is designed to be dynamic and responsive. Jane College recognises that GBV prevention and response requires sustained effort, learning and adaptation.

Continuous improvement will be supported through:

- Incorporation of student and staff feedback, including from groups disproportionately affected by GBV
- Reflection on incident data and response practice to strengthen prevention and response systems
- Periodic review of training content to reflect emerging evidence, sector practice and University guidance
- Adaptation of the Plan in response to changes in legislation, national standards or University requirements

8.4 Endorsement and Review Cycle

This Plan has been developed with oversight from the College Culture Committee and is endorsed by the College Council.

The Plan will be:

- Reviewed annually by the College Culture Committee
- Formally reviewed every four years by the College Council, or earlier if required to maintain alignment with the National Higher Education Code or University of Tasmania expectations

Endorsement of this Plan affirms Jane College's commitment to providing a safe, respectful and inclusive residential environment, and to working collaboratively with the University of Tasmania to prevent and respond to gender-based violence.

Appendix 1: Annual Compliance and Implementation Calendar (2026–2029)

This calendar operates on a repeating annual cycle for the duration of the Plan.

Quarter 1 (January–March): Training and Readiness

Key obligations

- Confirm governance oversight and responsibilities
- Prepare staff and student leaders for the academic year
- Ensure systems, policies and response pathways are current

Actions

- Review and confirm GBV governance arrangements (Council, Culture Committee, FARM)
- Review and update GBV Policy and Procedures (if required)
- Confirm after-hours crisis response protocols
- Deliver mandatory GBV training to:
 - Senior Residents
 - SCC
 - Staff
 - Students
- Embed GBV prevention messaging into orientation and Welcome Week

- Review risk register
- Confirm confidential reporting pathways are operational
- Conduct Whole of Organisation Risk Assessment

Reporting

- Internal update to Principal
 - Risk oversight via FARM (Q1 cycle)
-

Quarter 2 (April–June): Monitoring and Mid-Year Reporting

Key obligations

- Monitor effectiveness of systems and responses
- Meet six-monthly reporting obligations
- Identify emerging risks or gaps

Actions

- Review Whole of Organisation Risk Assessment
- Review disclosures, incidents and response timeliness (systemic review)
- Review alcohol harm minimisation and anti-hazing controls
- Conduct student safety pulse check (or equivalent feedback mechanism)
- Prepare mid-year Outcomes Framework report
- Review training completion and capability gaps
- Plan for mid-year student intake training

Reporting

- Mid-year report to Council
 - Six-monthly report to the University
 - Risk and assurance reporting via FARM
-

Quarter 3 (July–September): Embedding and Continuous Improvement

Key obligations

- Embed GBV prevention into everyday operations and culture
- Respond to findings from mid-year reviews
- Deliver training for mid-year intake and address gaps
- Maintain ongoing prevention activity

Actions

- Deliver mandatory GBV training to new students and any new staff
- Embed GBV prevention messaging into orientation and Raid Week
- Refresh GBV prevention messaging and student communications
- Implement improvements arising from mid-year reviews
- Review anonymous reporting channels and feedback trends
- Confirm inclusive accommodation options remain fit-for-purpose
- Provide targeted or refresher training where gaps are identified

Reporting

- Progress update to Council (via Culture Committee)
 - Risk update via FARM (as required)
-

Quarter 4 (October–December): Evaluation, Reporting and Preparation

Key obligations

- Evaluate performance across the year
- Meet annual reporting requirements
- Prepare for the following year

Actions

- Conduct annual systemic review of disclosures, responses and outcomes
- Review effectiveness of training and capability building
- Review GBV-related incidents, trends and controls
- Review and update policies and procedures (if required)
- Prepare end-of-year Outcomes Framework report
- Confirm priorities for the following year's implementation
- Plan annual GBV training program

Reporting

- End-of-year report to Council
 - Six-monthly report to the University
 - Council endorsement of any updates
-

Standing Obligations

These activities occur continuously, regardless of quarter:

- Receiving and responding to disclosures
- Providing person-centred, trauma-informed supports
- After-hours crisis response
- Confidential record-keeping and privacy compliance
- Enforcement of behavioural standards and anti-hazing expectations
- Early intervention and pastoral care coordination
- Staff supervision and professional boundaries oversight

These are reported by exception, and through the scheduled reviews above.

Appendix 2: GBV Prevention and Response – Governance-Aligned Implementation Calendar

February–March 2026 | Establishment and Readiness

Committee	Key GBV Actions
FARM	Confirm GBV risk inclusion in enterprise risk register; confirm controls and reporting cadence
GaS	Note Plan implementation approach and governance alignment
Council	Endorse GBV Prevention and Response Plan; confirm reporting schedule
GaS	Note progress on policy finalisation and training readiness
Culture Committee	Review early implementation, training rollout, disclosure pathways and any emerging issues

April 2026 | Culture Review and Council Oversight

Committee	Key GBV Actions
FARM	Review GBV risk controls; confirm audit and monitoring arrangements
Council	Receive Culture Committee insights; note implementation progress

May–June 2026 | Mid-Year Assurance and Reporting

Committee	Key GBV Actions
GaS	Note cultural initiatives and prevention activity
Culture Committee	Review disclosure trends, response timeliness and student feedback
FARM	Review mid-year risk position and controls
Council	Receive Mid-Year GBV Outcomes Framework Report (Council & University)

July–August 2026 | Embedding and Continuous Improvement

Committee	Key GBV Actions
Culture Committee	Review orientation, prevention messaging and residential culture issues
GaS	Note embedding of GBV prevention in student life
FARM	Review any incidents, emerging risks or control gaps
Council	Receive Culture Committee report; note improvement actions

September–October 2026 | Evaluation and Forward Planning

Committee	Key GBV Actions
Culture Committee	Annual systemic review of disclosures and responses
GaS	Note cultural trends and prevention effectiveness
FARM	Review annual risk performance and audit outcomes
Council	Consider findings from systemic review; endorse improvement priorities

November–December 2026 | Annual Review and Endorsement

Committee	Key GBV Actions
GaS	Note draft annual review outcomes
FARM	Final assurance on GBV risks and controls
Council	Receive Annual GBV Outcomes Report (Council & University); endorse updates
Council (out-of-cycle if needed)	Annual Plan review confirmed for following year

Standing (Ongoing) Actions – Reported by Exception

These occur continuously and are captured through the above cycle:

- Receiving and responding to disclosures
- Person-centred supports and safety planning
- After-hours crisis response
- Enforcement of behavioural and anti-hazing standards
- Confidential record-keeping and privacy compliance

Plan Versions and Reviews

Version	Change/s made	Date
1	Approved by College Council; no changes made	March 2026
1	Reviewed by Culture Committee; no changes made	March 2026