

Shalom College
Whole-of-Organisation
Prevention and Response Plan and Outcomes
Framework

National Higher Education Code to Prevent and Respond to Gender-based Violence

Purpose of this document

This is Shalom College's Whole-of-Organisation Prevention and Response Plan and Outcomes (WOOP) Framework as required by Standard 7.2 of the *Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Act 2025* (GBV Code). It covers the period from 1 January 2026 to 31 December 2029, noting we expect more frequent updates as and when circumstances change acknowledging that this is a newly formed plan. The Higher Education Principal Executive is The Shalom Institute's (incorporating Shalom College) Chief Executive Officer. The Governing Body is the Board of The Shalom Institute.

This Plan outlines Shalom College's commitments in meeting the requirements of the *National Code to Prevent and Respond to Gender-Based Violence in Higher Education* (National Code). It establishes a coordinated framework to prevent gender-based violence, support those affected, and ensure effective, accountable responses across the whole organisation. This Plan has been informed by a Whole-of-Organisation assessment of the enablers, systemic risks and barriers to preventing gender-based violence at Shalom College which included engagement with our industry peak bodies University Colleges Australia and APSA, our affiliated University, the University of NSW and sexual assault professionals. It has been informed by the practice of this College since its inception, and insights gained from engagement with residents some of whom may be victim survivors. Key elements of this assessment have been incorporated into this plan. This plan is structured into key relevant focus areas that align with the National Code. This plan also outlines an Outcomes Framework that outlines how the Governing Body will monitor the endorsed plan.

Gender-based violence includes physical or non-physical abuse, harassment, or threats rooted in gender, often leading to harm, control, fear, or loss of freedom. It spans a range of behaviours, some of which are criminal acts like sexual assault, rape, and intimate partner violence. Approaches should be trauma informed by recognising and responding to the impact of trauma on the individuals who have suffered harm.

1. Statement of acknowledgement and commitment

Shalom College is a university college founded on Jewish faith and values. As such, we are committed to providing safe working and living environments where all workers and student residents are treated with dignity, respect, kindness and fairness. Shalom College acknowledges our affiliation with UNSW; our peak bodies, University Colleges Australia and APSA; our student leaders, residents and staff along with specialist gender-based violence response service providers that we have worked with to produce this response, and commitment. We know that many involved in formulating this plan have their own experiences of gendered violence, and the effects of gender-based violence extend to families, friends, workplaces and communities. Each individual's experience is different. The knowledge drawn from these experiences is important for this work. We acknowledge the resilience of those affected by gender-based violence.

The Shalom College Board holds the College CEO accountable for the design and implementation of Shalom's approach and compliance with requirements. This should ensure there is a timely response to any form of harassment, there is ongoing monitoring of the resident communities and that the Board is kept informed of any incidents, and serious breaches of college policy or procedures.

This plan is framed by an understanding of the gendered drivers of violence against women as articulated in Australia's national framework to prevent violence against women, entitled "Change the Story". These gendered drivers underpin the National Plan to End Violence Against Women and Children 2022–2032, Australia's national policy framework to end gender-based violence in one generation. These gendered drivers are:

- condoning of violence against women
- rigid gender stereotypes
- men's control of decision-making and limits to women's independence in public and private life
- male peer relations that emphasise aggression and disrespect towards women.

To strengthen Shalom College's Whole-of Organisation Plan (2026-2029) we will from 1 January 2026:

- Commit to ongoing engagement with and support of our residents including our resident leaders, and staff, and those with lived experience of GBV
- Adopt the UNSW Definition of GBV and relevant policies of the University and work with the UNSW and the industry to further develop a clear, inclusive definition of gender-based violence which reflects the way in which these experiences affect women and LGBTIQ+ students and staff, and that also acknowledges intersecting factors such as antisemitism, racism, ableism, transphobia, classism and other forms of discrimination and/ or social injustices.
- Adjust residency agreement terms and conditions and policies required by employment contracts to better reflect the requirements of the GBV Code
- Uplift policies and processes and improve and enhance existing GBV training for staff and students
- Improve and enhance existing gender-based violence training for staff and students
- Require residents to undertake the University provided student-wide training or equivalent
- Introduce an enhanced response for residents and staff when incidents occur.

In 2026 we are planning to:

- Deliver the first round of enhanced training and awareness raising for residents, and evaluate its effectiveness

- Continue to uplift and improve processes and policies as we get further information, experience and feedback and better align these policies with the new policies developed by the UNSW.
- Appoint a new Associate Dean who will focus on resident experience, including prevention of gender-based violence, with the above-mentioned risk mitigation strategies.
- Work with our staff to improve their awareness and response to gender-based violence
- Evaluate and adjust our response to the GBV Code
- Continued emphasis on consideration of intersectionality and inclusion.

Accountability

The plan has been endorsed by the Board and will be led by the CEO who will work with the Head-of-College to implement the plan and the actions outlined.

We promote gender equality and acknowledge that:

- Gender inequality is one of the drivers of GBV. In this context our leaders play an important role in promoting gender equity, by supporting implementation of our support in accepting and implementing the relevant elements of UNSW Gender Equity Strategy 2024-2028 for our College and modelling behaviours which support gender equity and in committing to our responsibilities under the GBV Code.
- Disadvantage and discrimination can overlap to increase vulnerability of experiences of harm.

2. Provider Overview

Shalom College is an affiliated residential College on the UNSW Sydney campus in Kensington, providing residential accommodation for up to 130 student residents. Shalom College is one of four UNSW affiliated colleges and eight UNSW owned and operated colleges. Shalom College is on the traditional lands of the Bedegal people of the Eora Nation, also known as the Bidjigal. The College acknowledges, with respect, Australia's First Peoples, on whose lands and waters we work and live.

The college was established via a shared-funding model between the Commonwealth and State Governments and the Jewish community. The University made land available on a 99-year lease. The college officially opened as Shalom College in March 1973. The college was expanded in 2003 to its current size.

The College is open to all and has always hosted and continues to host a diverse resident population. To this end, in 2005 the Shalom Gamarada Indigenous Residential Scholarship Program was established to support Indigenous students to live at the College whilst undertaking degrees at UNSW. 100 students have now graduated with the support of the Program. The College is operated by The Shalom Institute which also oversees the Shalom Collective, a cultural and arts organisation. The Shalom Institute is governed by a Board of Directors and specialist sub-committees including Risk, which includes additional oversight of the Gender Based Violence prevention obligations. There are currently 9 Directors on the main Board and additional specialists represented on the Risk Committee. Shalom has appointed a member with expertise in psycho-social harm.

The CEO is responsible for managing the whole organisation. There is a gender diverse governing body and workforce.

Each year the Shalom College Resident Handbook is updated for the new academic year. It introduces staff and student leaders - the contacts for our residents, and explains the ethos of the college. Amongst key policy information it provides significant detail on our Code of Conduct, GBV policies including a section that addresses UNSW compliance and requires residents to

- adhere to all university policies and regulations, including those related to conduct, academic integrity and use of university facilities
- comply with Shalom policies, rules and conditions in your residential contract
- co-operate with university officials and Shalom staff in any investigations or disciplinary matters.

3. Accountable leadership and governance

Mandatory requirements

National Code Standard summary	Key actions	Evidence of compliance
<p>7.2 A Provider must require a student accommodation provider to prepare, implement and publish on its website a Whole-of-Organisation Prevention and Response Plan.</p>	<p><i>This Plan was approved by the Shalom Board on 4 December 2025 and published on https://shalomcollege.unsw.edu.au/</i></p>	<ul style="list-style-type: none"> A Plan posted on the College website https://shalomcollege.unsw.edu.au/ – in place for 16 Jan 2026 Quarterly implementation updates to Board and Risk Committee in line with Outcomes Framework in this plan – ongoing
<p>7.3 A Provider must require a student accommodation provider to monitor and measure the impact of the Prevention and Response Plan on an ongoing basis and update the Prevention and Response Plan at least every four years.</p>	<p><i>Document incidents in incident register and assesses risks and mitigations - ongoing</i></p> <p><i>Review quarterly by Risk Committee and Board</i></p> <p><i>Specific GBV category to Incident register – included in 2026 incident reporting</i></p> <p><i>Report to UNSW GBV incidents through portal – in place and ongoing</i></p> <p><i>Work with UNSW on best reporting process to provide de-identified</i></p>	<ul style="list-style-type: none"> College Risk Framework, Incident Register and Risk Register are managed by the CEO, with oversight from the Risk Committee. The Risk Framework is reviewed annually, and will be updated to further accommodate the GBV Code requirements - compliant framework in place January 2026 with review by June 2026 to improve, incremental changes in the interim Reporting of incidents through UNSW Portal – in place prior to the Code and ongoing Minutes of Risk Committee and Board with updates on implementation of GBV Code reflect minimum of quarterly reporting to Risk Committee and Board

National Code Standard summary	Key actions	Evidence of compliance
	<p>information for the annual report – due to complete March 2027</p> <p>Annual report to UNSW – April each year, commencing April 2027</p> <p>Update plan as required within four years but at first annually with changes communicated with UNSW, the Department of Education and published on website</p> <p>Review College GBV Policy and incorporate into updated Resident Handbook – Annually</p> <p>Review Shalom College Risk Framework in reference to the GBV Code and any changes to UNSW Policies - June 2026</p>	<p>on implementation of the Code – in place already and ongoing</p> <ul style="list-style-type: none"> • Reporting arrangements committed to through UNSW Letter Agreement for first report in April 2027 – commitment in place for January 2026, report in April 2027 • Updated Resident Handbook February each year at the start of the academic year – ongoing

Additional insights and actions from whole-of-organisation assessment

Governing Body and Management Team

This plan draws on extensive operational experience and insights from residents and student leaders, including those with lived experience. The College maintains established processes for the prevention and reporting of gender-based violence, with governance and oversight provided by both the Risk Committee and the Board. In preparation for the GBV Code, the Risk Committee's expertise has been expanded to improve incident tracking, and the Risk Policy will be reviewed considering recent feedback, events and statutory requirements.

The Board receives regular updates on the implementation of the GBV Code and has developed an Outcomes Framework to support ongoing monitoring. Board members bring diverse skills across governance, arts, education, property, finance, and management, and have approved a new aligned strategy

focused on sustainability, safety, and belonging. The Board fully supports the adoption of the GBV Code and the College's commitment to these measures.

Both the College Committee and Risk Committee of the Board have defined responsibilities: the College Committee oversees property and student services, while the Risk Committee manages emerging risks and mitigation strategies. At least one member of the Risk Committee or Board has relevant expertise in psycho-social safety to assist with compliance with the GBV Code.

The Management Team comprises staff with significant experience and a commitment to ongoing professional development. Staff regularly participate in training and conferences provided by University Colleges Australia and APSAA. In preparation for the Code, the CEO and Head of College have attended relevant events, and specialist providers have been engaged to deliver enhanced training for staff and students in 2026. This builds on past GBV related content and training used by the College. The College's policies and procedures promote a safe, respectful, and inclusive culture, with trauma-informed approaches and regular reviews to incorporate feedback and best practice

4. Safe environments and systems

Mandatory requirements

National Code Standard summary	Key actions	Evidence of compliance
<p>7.4a A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> • require its staff to declare any previous investigations or substantiated allegations of gender-based violence in similar roles • consider any declaration and associated risks in employment/engagement decision-making • consider any substantiated allegations found during a person's employment with the college in promotion/recognition processes • require staff to declare any existing or previous intimate personal relationship with a resident and manage and monitor any associated risks. 	<p>Meet these requirements as covered by agreement with UNSW commencing in January 2026.</p> <p>Ask Resident Advisers and other College staff to disclose any GBV issues or relevant intimate personal relationships - Head of College from January 2026.</p> <p>Include requirement in new employment contracts</p> <p>Release revised GBV policy by way of policy changes from January 2026</p> <p>Consider this information in reviewing a person's employment and promotion, in consultation and seek expert advice where required from January 2026</p> <p>Develop new conflict of interest forms and employee screening forms incorporating into existing risk framework June 2026</p>	<p>Completed:</p> <ul style="list-style-type: none"> • additional schedule outlining obligation to disclose drafted for new contracts and existing College staff to explicitly include disclosures – in place and ongoing • require adherence to University Policies and Regulations which by extension includes new GBV policy that requires disclosure - in place and ongoing • Update new employee induction overview considering GBV compliant onboarding undertaken during initial months of Code in place – piloted in Rassoc induction November 2025 and RA training February 2026 and then ongoing <p>Planned:</p> <ul style="list-style-type: none"> • Create new forms and templates to support new ways of working – ongoing but first set by October 2026

	National Code Standard summary	Key actions	Evidence of compliance
7.4b	<p>A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> prohibit the use of a Non-disclosure Agreement, unless requested by the Discloser if requested, ensure it does not stop the Discloser from sharing information as part of seeking support ensure any settlement agreements do not contain a non-disparagement clause. 	<p>Create new GBV Policy that explicitly excludes use of NDAs unless requested by discloser December 2025</p> <p>Review other policies and contracts for cno disparagement clauses that could relate to GBV - December 2026</p>	<p>Resident Handbook 2025 requiring adherence to all UNSW Policies – in place</p> <ul style="list-style-type: none"> Resident Standard Terms and Conditions – adjusted for 2026 agreements Shalom College GBV Policy 2025 that includes NDA and non-disparagement clauses in GBV incidences – redrafted December 2025 for inclusion in 2026 Resident Handbook UNSW GBV Policy – redrafted and adopted December 2025

- 7.4c** A Provider must require a student accommodation provider to:
- adopt the Provider's policies and procedures on preventing and responding to Gender-based Violence OR have and implement their own that meet National Code requirements
 - develop and review the policy at least every three years in consultation with relevant stakeholders.

Adopt relevant UNSW policies in line with UNSW affiliation Agreement including but not limited to 48 hour risk assessment response and student training – January 2026

Note that Resident Code of Conduct in force now includes “adhere to all university policies and regulations, including those related to conduct, academic integrity...”

Incorporate new short form GBV Policy into Resident Handbook for 2026 academic year

Review College's existing policies and procedures for consistency with Code and UNSW Policies – December 2026 and then every three years

Recirculate reminder to students and staff of reporting options including through the UNSW Portal and Shalom College's own anonymous reporting system

Investigate how our internet provider may support us in establishing systems that safeguard again residents using the service to perpetrate violence – June 2026

- Resident Handbook which is shared each year with all students – **February 2026 release for start of semester**
 - College Code of Conduct requirement to “adhere to all university policies” which will be inclusive of the new UNSW Policy on Preventing and Responding to Gender-based Violence at UNSW – **in place.**
 - Past work aligning College Policies with UNSW including Respectful Relationships and Sexual Misconduct Policy – **in place**
 - Review cycle for consistency with UNSW policies scheduled for 2026 and then every three years in light of significant policy changes at UNSW and introduction of the new code in 2026 – **December 2026 and ongoing**
 - New short form GBV Policy incorporated into the Resident Handbook for 2026 – **Redrafted December 2026 for 2026 Handbook**
 - Shalom Colleges Policies and Procedures – **in place**
 - GBV reporting awareness raising material released in 2026 and after reported in quarterly updates – **April 2026 and ongoing**
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National Code Standard summary	Key actions	Evidence of compliance
	<i>Consider creating a standalone digital conduct policy, adding to existing policies or circulating for awareness of compliance the UNSW relevant policy – December 2026</i>	

Additional insights and actions from whole-of-organisation assessment

Shalom College maintains policies and procedures aligned with UNSW standards, requiring residents to comply with all university policies and regulations. Multiple reporting pathways are available, both within the College and through UNSW or external channels. Staff report incidents using a formal process; significant incidents are recorded in a secure, role-based Resident Management System. Anonymous reporting is facilitated via dedicated whistleblowing software.

The College employs comprehensive security measures, including internal and external CCTV, controlled building access, and direct links to UNSW Security and emergency services. Staff are present on-site, with after-hours reporting options in place.

Residents access Wi-Fi through a managed network, with appropriate use outlined in contracts and the Resident Handbook. The College is exploring further safeguards with its internet provider to prevent misuse. While a standalone digital conduct policy is not yet in place, its introduction is under consideration.

Existing policies address the prevention of gender-based violence. In response to the new Code, the College has developed a concise policy incorporating key compliance elements, which will be reviewed annually and published in the 2026 Resident Handbook.

5. Knowledge and capability

Mandatory requirements

National Code Standard	Key actions	Evidence of compliance
<p>7.5 A Provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> require residents and staff to complete prevention education and training and responding to disclosures training that: <ul style="list-style-type: none"> meets requirements of Standard 3 is tailored to the student accommodation environment is delivered or approved by the provider promote evidence-based prevention messaging tailored to the student accommodation environment evaluate any initiatives and use findings to inform future activities. 	<p><i>Provide education and training for both staff (incl RAs) and residents will be delivered by both the college and UNSW – ongoing on an annual cycle</i></p> <p><i>Record attendance and those not attending required to meet this condition in another way (likely online).</i></p> <p><i>Note that the College has used and will in the future, providers with specialised programs and understanding on the college context and environment – ongoing on an annual cycle.</i></p> <p><i>Survey Residents or provide opportunity for feedback to facilitate evaluation of these programs. Further evaluation strategies will be developed to determine efficacy – December 2026</i></p> <p><i>Introduce a right sized program for non-student facing and casual staff – December 2026</i></p>	<ul style="list-style-type: none"> Table of potential training and awareness raising suppliers and past engagement – December 2025 Training and awareness raising schedule for start of year residents and resident leaders, using subject matter experts – January 2026 and ongoing Any responding to disclosures training, including use of Accredited Specialist, specialist organisation or subject matter expert in content development will be undertaken – June 2026 Meeting minutes and agendas of student leader meetings - ongoing Updated student survey including student safety questions - ongoing Welfare check agenda items on regular RA meetings - ongoing

- 7.6** A Provider must require a student accommodation provider to ensure risk assessments are only undertaken by people with expertise prescribed in Standard 3, and when internal capability is not sufficient, engage a person with the requisite expertise.

Use risk assessment framework. Note the College has developed a draft framework and is expecting further input from University Colleges Australia with specialist "Code Black". Note this process may include referring student for risk assessment by Student Safety officers at UNSW or specialist provider such as 1800 424 017 to ensure 48 hours service level is honoured

Review risk assessment procedure after each major incident for points for improvement

- Risk assessment developed for first responders and College leaders and subsequent iterations – **December 2025 and ongoing**
 - Referral points to either
 - **NSW Sexual Violence Helpline, [1800 424 017](tel:1800424017)**, 24/7, free and confidential Formerly NSW Rape Crisis
- And/Or**
- **UNSW Counselling Service**
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Additional insights and actions from whole-of-organisation assessment

Shalom College operates as a residential community, fostering a supportive environment where residents benefit from regular engagement with staff and peers. The College's staffing model ensures frequent, meaningful interactions in communal spaces, with pastoral care led by the Head of College and Resident Advisors (RAs). Regular check-ins, activities, and opportunities for interaction are designed to promote wellbeing and facilitate early identification of concerns.

Gender identity and safety are prioritised, with gender-segregated wings available and room allocations managed on a case-by-case basis. Noticeboards and common area communications keep residents informed about services, policies, and support options. Where necessary, the College engages external professionals and maintains access to UNSW Counselling Services.

The College promotes a diverse and inclusive culture, explicitly addressing diversity and inclusion in resident communications and events. Hazing and initiation practices are strictly prohibited, and alcohol service is limited to two events per trimester. Throughout the year, the College displays pride flags and gender-inclusive materials, and hosts events and guest speakers addressing wellbeing, mental health, and gender issues. College staff are visible and accessible with wellbeing and safety risks are routinely discussed, is the focus of training and residents are encouraged to raise issues at any time.

Educational campaigns and resources on gender, sexuality, diversity, and reporting options are regularly provided, sourced from UNSW and external organisations. Residents have access to printed materials in common areas and are encouraged to participate in university initiatives such as Wellbeing Month and Health & Wellbeing Ambassadors.

Reporting mechanisms are varied and accessible, allowing residents and staff to report concerns in a manner that suits their needs. The College's approach to managing boundaries and behavioural expectations includes prompt action on reports and transparent communication of outcomes. Ongoing awareness-raising initiatives are designed to reinforce knowledge among long-term residents and maintain engagement with key issues.

6. Safety and support

Mandatory requirements

National Code Standard	Key actions	Evidence of compliance
<p>7.7a-c A provider must require a student accommodation provider to:</p> <ul style="list-style-type: none"> • ensure its responses, practices and support services are safe, person centred and trauma informed • provide or facilitate access to support services to disclosers and respondents • promote and disseminate information on how residents and staff can access policies, procedures and support services. 	<p>Deliver training in trauma-informed response, reporting options and referral processes for staff – ongoing but review in 2026</p> <p>Continue to invest and promote the use of the anonymous reporting app for residents/ staff</p> <p>Continue to provide support services and information on policies and procedures in the Resident Handbook and to reporters and respondents as part of our safety planning – update February 2026</p> <p>Review safety planning procedures and documentation - December 2026</p>	<ul style="list-style-type: none"> • Risk assessment developed for first responders and College leaders and subsequent iterations – December 2025 and ongoing • Referral points beyond our experienced staff to <ul style="list-style-type: none"> ◦ NSW Sexual Violence Helpline, 1800 424 017, 24/7, free and confidential <i>Formerly NSW Rape Crisis</i> ◦ UNSW Counselling Service • Records evidencing the delivery of appropriate training and GBV implementation quarterly reporting to the Governing Body – April 2026 and ongoing • Anonymous whistle blowing reporting software - in place
<p>7.7d A provider must require a student accommodation provider to undertake a risk assessment following every disclosure and formal report.</p>	<p>Use risk assessment framework informed by University Colleges Australia and/ or UNSW and will be undertaken by senior,</p>	<ul style="list-style-type: none"> • Risk assessment developed for first responders and College leaders and subsequent iterations – December 2025 and ongoing

National Code Standard	Key actions	Evidence of compliance
	<p>experienced staff when any disclosure or formal report is made. This process will be outlined in the Resident Handbook with clear referral points to appropriately skilled professionals within required timeframes</p> <p>Review existing risk assessment process map and reporting processes – December 2026</p> <p>Review annually risk assessments undertaken – February 2027</p>	<ul style="list-style-type: none"> Review of contemporaneous notes – in place
<p>7.7ei Where a disclosure relates to behaviour occurring in residence or at an event organised by the residence, a provider must require a student accommodation provider to take all necessary action to manage risk, including relocation of the respondent where required and facilitating urgent access to support services.</p>	<p>Continue to work with UNSW Student Conduct & Integrity Unit to ensure the safety of students - following a Risk Assessment, action will be taken to safely manage the situation, including relocation of a resident if required. Note Shalom College has worked closely with UNSW to meet this requirement in the past and has referral points for emergency housing if needed. Noted that such available housing is in extremely short supply if not available through the University or through</p>	<ul style="list-style-type: none"> <i>Referrals to UNSW Housing and any referral points to any other providers such as Jewish House - ongoing.</i> <i>Safety Plan points of referral - ongoing</i>

National Code Standard	Key actions	Evidence of compliance
	respondents personal networks	
<p>7.7eii A provider must have arrangements in place with a student accommodation provider to enable a discloser to choose the provider to lead the response to a disclosure, and the student accommodation provider must cooperate fully and implement any outcomes decided by the provider.</p>	<p>Create new GBV policy that provides for UNSW led response – December 2025</p> <p>Finalise agreement with UNSW for a UNSW led response – December 2025</p>	<ul style="list-style-type: none"> • <i>UNSW Letter Agreement – January 2026</i> • <i>Shalom College short form GBV Policy – December 2025</i> • <i>UNSW GBV Policy in force at Shalom College - ongoing</i>
<p>7.eiii A provider must have arrangements in place with a student accommodation provider to enable a discloser to choose the student accommodation provider to lead the response to the disclosure, and the student accommodation provider must:</p> <ul style="list-style-type: none"> • undertake a risk assessment within 48 hours and from this determine necessary safety measures (including relocation of the respondent) and immediately implement them • manage and monitor risk • share necessary information with the provider to protect safety of others • implement support plans for both disclosers and respondents that meet requirements of Standard 4 within 48 hours. 	<p>Plan to facilitate a 48 hour response either internally or if required via an external provider.</p> <p>Relocation service referral options are in place and a safety plan to manage and monitor the risk and the wellbeing of those impacted will be enacted.</p> <p>Data & information sharing agreement with UNSW in place and referred to in resident agreements/ contracts</p> <p>Allow in budget and policies and procedures for College led response if directed by the discloser/ reporter. – ongoing through 2026</p> <p>Review current procedures to review efficacy of dual pathways (College and University)</p>	<ul style="list-style-type: none"> • <i>processes in place to meet 48-hour timeframes for risk assessments and support either through UNSW or through staff coverage at College backed up by appropriately skilled 24/7 service - Referral points beyond our experienced staff to</i> <ul style="list-style-type: none"> ◦ NSW Sexual Violence Helpline, 1800 424 017, 24/7, free and confidential Formerly NSW Rape Crisis ◦ UNSW Counselling Service <p>in place for January 2026</p> <ul style="list-style-type: none"> • <i>Incident Register</i> • <i>Agreements with Residents and University on information-sharing protocols</i> • <i>List of potential law firms to undertake conduct enquiries if UNSW channel not chosen</i>

Additional actions and insights from whole-of-organisation assessment

The college aims to align its policies and procedures with those of UNSW. The current Respectful Relationships Policy was externally reviewed by a specialist consultant. A review of this policy and others will commence in 2026 to update and realign these with new UNSW policies and ensure a gender-violence lens is incorporated. The policies explicitly address discrimination in all its forms and will be reviewed to ensure an inequity and intersectional lens is also applied.

The college takes pastoral care seriously and a culture of respect. Resident safety is a core pillar of the College Strategy and, in its ways of working, the College seeks to create multiple touch points through student leaders, staff, connection with the University and anonymous reporting both at the College and through the University to ensure that reporting incidents are as easy as possible for a discloser to undertake.

Policies will also be reviewed to consider gender inequality.

The college has a detailed procedure for general misconduct and a separate one for sexual misconduct (this will be re-named). The procedure includes offering residents the option of having a matter dealt with by UNSW and a range of other reporting options. The college takes a trauma-informed approach to dealing with issues and increased training in this area is being rolled out. This includes minimising the number of times a reporter needs to give their account.

A Risk Assessment template will be developed for use and considerations developed for a safety plan for all residents involved in or impacted by a disclosure. Currently safety plans are undertaken on a case-by-case basis.

The college does not currently have a policy on disability inclusion beyond the UNSW policy and this will need to be considered for development within the timeframe of this plan.

7. Data, evidence and impact

Mandatory requirements

National Code Standard summary		Key actions	Evidence of compliance
7.8	A provider must require a student accommodation provider to collect and report data prescribed by Standard 6, where applicable.	<p>Sign agreement with UNSW to meet these requirements – December 2025.</p> <p>Provide first report to UNSW – April 2027</p> <p>Collect data both in student management system and for risk reporting to the College Risk Committee and Board – ongoing</p> <p>Agree right sized process for a small College such as Shalom to deliver deidentified data to UNSW as per code and agreement with University – March 2027</p> <p>Review collection and data reporting process and content after next reporting cycle – October 2027</p>	<ul style="list-style-type: none">Source of data student information system including anonymous reporting, incident register – in place and ongoing

Additional insights and actions from whole-of-organisation assessment

Shalom College has an anonymous reporting system in addition to the portal offered by the University through specialist whistle-blowing software. The College records student contracts and transactions within industry standard secure software. The College also maintains an incident register and risk register which is reviewed by the Governing body. The College is currently working with UNSW and other affiliated Colleges on collecting and reporting data prescribed by Standard 6 where applicable. Adjustments have been made to terms and conditions that envisages additional GBV Code requirements.

Outcomes Framework

Meeting requirement for Provider to report against the Outcomes Framework to its Governing Body every 6 months

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
1. Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence	Governance transparency Staff and students feeling safe	Reports to Risk Committee and Board Reports to UNSW Report to Board on progress of “Safety” theme in College Strategy including surveys and exit interviews	Accurate disclosures Accurate disclosures Survey ratings and expressed concerns
2. Environments are safe, and systems continuously improve to prevent and respond to gender-based violence	Regular meetings with residents Review of College Practices (ways of working) and Policies by Head of College, CEO and /or Board	Agenda and Minutes of Resident Adviser Meetings and other student and staff meetings Update of Resident Handbook annually Staff and Resident Training/ professional Development Board Minutes	Reported comments Minutes Records New Handbook edition for each Academic Year Minutes Recorded
3. Build knowledge and capability to safely and effectively prevent and respond to gender-based violence	Resident Training Staff Training	O-week incoming resident event documentation and events and subsequent awareness raising Ressoc. Induction Pre-O-week Resident Adviser training College Staff conference and training and leadership meetings	Annual changes to program Attendance records and College notice board updates Records of attendance Course and workshop attendance
4. Responses and support services are safe and person-centred	Adequate and compliance support is provided	Responders and Investigator’s report/ feedback Critical incident response	Review of responders and Investigator’s report/ feedback

	Disclosers/ Reporter's wishes are respected	Responders and Investigator's report/ feedback Offer of alternative investigative pathways	CEO or Head of College update to Risk Committee/ Board Review of responders and Investigator's report/ feedback for evidence of pathway offer
5. Gender-based violence responses are safe and timely	48 hour risk assessment process Appropriate escalation according to incident	Responders and Investigator's report/ feedback Responders and Investigator's report/ feedback	Review of responders and Investigator's report/ feedback Review of responders and Investigator's report/ feedback
6. Use evidence to approach, measure change and contribute to the national evidence-base	Governance transparency Annual changes in College training, artifacts and policies	Reports to the Board Reports to UNSW Annual pre academic year leadership planning meeting	Accurate disclosure and additional insights Updated Resident Handbook Adjust O-week program of events
7. Student accommodation is safe	Safe College	College strategy key theme "Safety"	Board Reports on progress of implementation of College Strategy