



SANCTA
SOPHIA COLLEGE
WITHIN THE UNIVERSITY OF SYDNEY
Walk in Wisdom

Sancta Sophia College Whole-of-Organisation Assessment

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

Introduction

This whole-of-organisation assessment provides an overview of Sancta's strengths, challenges and areas for improvement in relation to preventing gender-based violence and supporting victim-survivors. These are presented as enablers, systemic risks and barriers in accordance with the language used in the National Code. This assessment identifies areas of operation relevant to Sancta in alignment with areas defined in the National Code.

The assessment will support Sancta's strategic decision-making, guide future planning and ensure our alignment with national expectations and sector good practice.

The assessment has been informed by:

1. 2025 Student Experience Survey
2. 2025 Staff Satisfaction Survey
3. Records of complaints and incidents
4. Council meeting records
5. Student and staff observations, discussions and consultations
6. Student Walk in Wisdom Guide
7. Sancta Sophia College Incorporation Act 1929
8. 2026 admissions data

Section 1: Leadership, Culture and Environment

Sancta is governed by the Sancta Sophia College Council, which is made up of fourteen members, including the College Principal. Operation of the College Council is supported by a Chair, two Deputy-Chairs, and five sub-committees, namely:

- Governance Committee (GC)
- Student Policy and Mission Committee (SPM)
- Finance, Risk, Audit and Compliance Committee (SPM)
- Workplace Health and Safety / Human Resources Committee (WHS/HR)
- Infrastructure Committee (IC)

The Sancta Executive Team is made up of the:

- Principal
- Vice Principal
- Head of Finance
- Dean of Admissions
- Facilities Manager
- Director of Community Engagement

There are two student leadership teams:

Undergraduate student leadership team: The House Committee is the undergraduate leadership team with responsibility for the operation of Sancta's Undergraduate Student Association. The House Committee is formed by 12 elected student representatives, including an executive team of three: the Senior Student, Honorary Secretary and Honorary Treasurer.

Postgraduate student leadership team: The Senior Common Room is the postgraduate leadership team with responsibility for the operation of Sancta's Postgraduate Student Association. The Senior Common Room is formed by seven elected postgraduate representatives, including an executive team of three: the President, Secretary and Treasurer.

Resident Assistants: Resident Assistants are students employed by the College to provide the first line of pastoral care, social connection and basic security within the College. While not directly responsible for the social life of students, they are influential.

Leadership, Culture and Environment

Enablers

1. Sancta is an institution built by women, for women. Every Head of College since Sancta opened in 1926 has been a woman, while eight of the twelve Chairs of Council have been women (including every Chair since 1975). More than half of Sancta's Council and Executive positions are currently held by women, including the critical roles of Chair, Deputy Chairs, Principal, Vice Principal and Head of Finance. The provision of an environment that is safe for women is the priority of Sancta's Council and Executive team.
2. While men are admitted to Sancta, they make up a small proportion at 15-20%. Since 2021 Sancta has used the tagline "Empowering Women and their Allies since 1926" to help explain who will be considered for admittance to Sancta.
3. The culture of Sancta is generally regarded as positive and pro-social. Sancta's 2025 Student Experience Survey showed 92% of respondents agreed or strongly agreed that "living at Sancta has positively contributed to my university experience", while 95% of respondents agreed or strongly agreed that "I am always treated with respect by Sancta staff".
4. A strong sense of respect was also reflected in Sancta's 2025 Staff Satisfaction Survey, in which 96% of respondents agreed or strongly agreed that they "feel respected by the people in charge at Sancta". The same positive response was also received in response to "People at Sancta care about my safety".
5. Sancta has an effective Resident Assistant (RA) program. Students are competitively selected for these roles and engaged formally as employees of the College. They undertake training in Training Week (the week before Welcome Week), and then further training throughout the year. The 2025 student survey showed that 92% of undergraduate respondents believe RAs are doing a good job.
6. The College Principal is a social worker, and is eligible for membership with AASW. Prior to joining Sancta as Principal in 2018, she worked for a large social care agency, providing oversight of specialist domestic violence, family dispute resolution, counselling, child sexual assault, and child-protection services. She has worked with victim-survivors of gender-based violence, in direct and indirect

contexts. Prior to joining the Sancta team, the Vice Principal held a leadership role in a regional high school, with highly regarded skills in building community, and supporting students in crisis.

7. The Principal and Vice Principal maintain close involvement in all wellbeing and complaint matters within the College, meeting regularly to review all matters and ensure high standards of practice are applied.
8. The Principal and Vice Principal interview every student prior to their acceptance into the College. Over the course of 2025 the interview questions asked of male applicants has evolved to explicitly discuss gender-based violence, and to seek views on what it means to be an ally of women.
9. Consent, respectful relations and bystander workshops have been mandated for all new undergraduate students since at least 2018, and for all new postgraduate students since 2022, in addition to mandatory online modules undertaken through the University.

Systemic risks and barriers

1. Sancta has an unusual student profile, with 200 undergraduate women residents, and 100 postgraduate mixed-gender residents. Perceived power imbalances can emerge between Sancta's undergraduate women and postgraduate men at times. Most complaints raised by students about other students involve male respondents.
2. Undergraduate students often come to Sancta seeking a single sex experience, while PG's come expecting a co-ed experience. This can cause conflict due to differing expectations.
3. Sancta has a growing number of PhD candidates in its postgraduate cohort, as well as multiple residents undertaking student placements at any given time. It is understood that PhD students, students undertaking higher degrees by research, and students on placement, face additional vulnerabilities due to elevated power imbalances and opportunities for exploitation in supervisory relationships.
4. In the 2025 staff survey, 93% of permanent staff agreed or strongly agreed that "People listen when I raise problems at Sancta". This contrasted with the response from student staff (RAs) where only 67% responded favourably, suggesting student staff members are not being heard as effectively as permanent staff members.

5. Since the Broderick Review of 2017, alcohol has only been served at Sancta in accordance with RSA requirements. Students are not permitted to serve alcohol, and the student associations may only fund the purchase of alcohol if it is to be served at an approved event by Sancta's caterers. All events involving alcohol require prior permission of the Vice Principal or Principal. That said, while community standards are met regarding the service of alcohol at Sancta, residual risk remains due to risk taking behaviours associated with the age and stage of life of university students.
6. While Sancta's culture is positive and pro-social, it is acknowledged that culture within an institution can be disrupted and new norms quickly established. Culture is in a constant state of change, requiring monitoring and both spontaneous and planned action.

**Key actions
in response**

1. Continue/enhance year group meetings, encouraging calling out of challenges and difficulties, prompt and promote discussion of all 'awkward' issues. Explicitly discuss what it means to live in a co-ed environment, power imbalances and help community set common expectations.
 2. Support student members of a Gender-based Violence Advisory Group to represent needs of different student cohorts in relation to preventative and responsive strategies.
 3. Spend time with student leaders, new students and returning students about processes that are used following complaints or allegations. Provide reassurance about victim capacity to influence the pathway followed.
 4. Continue to support and encourage students, especially young undergraduate women, students on placement and students undertaking higher degrees by research, to name difficulties and access advice, support or action as needed.
 5. Heavily promote Sancta's anonymous reporting portal, RespectX.
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Section 2: Structures, Norms and Practices

The Sancta Sophia College Council meets five times over the course of each academic year. The topic of 'cultural change' or 'cultural matters at Sancta' has been a standing agenda item since at least 2016.

The College Principal and Vice Principal live on-site and are highly visible within College. They attend almost all College and student association events. They maintain responsibility for all pastoral, wellbeing and mental health matters, and respond to all student complaints directly.

The College has effective means of communicating with students, collectively and individually.

There is mutual respect between student leaders and College staff, with meetings held weekly by the Principal and Vice Principal with the undergraduate leadership team, and fortnightly with the postgraduate leadership team.

All staff maintain open door practices to encourage both formal and informal interactions with students. Several staff work in an open plan space where students are welcome to study. This has helped demystify the role of staff and increased understanding that staff really do want the best possible experience for students.

Structures, Norms and Practices

Enablers

1. Pastoral support is provided by on site staff (Principal, Vice Principal and Dean of Students), RA team and College counsellor
2. Located on the University of Sydney campus and in very close proximity to Royal Prince Alfred Hospital (approx. 200m), Sancta students have an extensive network of support options available to them. Staff support access to services through warm referrals, discussions of options and through the supply of active and passive referral information. An extensive in-house "Supports and Services" database sits at the very top of Sancta's online student portal. The list is reviewed and updated at least annually, and includes information about:
 - Health services
 - Mental health services
 - Sexual health services
 - Sexual assault and sexual misconduct services
 - Domestic violence services

- Alcohol and other drugs services
 - Eating disorder services
 - Spiritual wellbeing services
 - Gambling services
 - Financial services
 - Legal services
 - Services and supports specifically for First Nations, international and LGBTQIA+ students
3. College leadership promotes a 'no wrong door' approach to getting help and assistance. No matter who the student contacts first (staff member, RA), they are supported to get the help they need.
 4. Sancta has a robust RA program, with training and ongoing supervision. As well as being first responders, RAs are proactive in supporting students achieve belonging and inclusion. RAs meet with the Vice Principal individually on a fortnight basis for supervision, and for team meetings three times per semester. Most training occurs in 'Training Week' (the week before Welcome Week), with additional training scheduled each semester.
 5. Sancta's "Walk in Wisdom Guide" is revised each year, and includes student policies and information about navigating life at Sancta. A printed version is given to every student, every year. The Guide includes information about what to do when things go wrong, how to raise a complaint, and how to access supports both within and externally to the College.
 6. Newly introduced in 2025, Sancta makes use of RespectX as an anonymous (and non-anonymous) reporting platform. Early indicators are positive about the use of this mechanism.
 7. Communication with Students: A weekly newsletter provides staff with an opportunity to convey messages to students as needed, including reminders of pastoral structures, safety issues, gender issues, messages of respect and inclusion, and exemplars of values in action. More immediate communication takes place through a Facebook Noticeboard, email and text. Formal Dinners are also a place for important messages to be conveyed. Sancta understands that key communication with students needs to happen over different platforms, and be repeated often.

8. Respectful behaviours are promoted from top to bottom at Sancta, inclusive of the College Council, Executive team, all staff and students. As noted earlier, 96% of staff respondents indicated they feel respected by the people in charge at Sancta; and the same percentage indicated they believe Sancta is a safe place to work.
 9. Student leader training takes place in the week prior to the commencement of new students each year. The 2026 training program includes the following in-person workshops for elected student leaders and RAs:
 - Responding with Compassion (Full Stop Australia)
 - Respect@Sydney (University of Sydney), inclusive of the following topics:
 - Consent education in context
 - Gender based violence
 - Intersectionality
 - Communicating for consent
 - Responding and supporting others
 - Ethical bystander
 - Reporting
 - Belonging and Inclusion (Sancta)
 10. RAs receive additional training from ConnectedLE on the following topics:
 - Connection and belonging (care conversations, stigma reduction)
 - Anxiety and stress
 - Depression
 - Suicide prevention
 - Substance use
 - Respectful relations and consent
 - Identity development and connection
 - Social media and body image
 - Embracing imperfection
 - Psychosocial wellbeing
 11. Safety is valued by our student, parent and alumni communities. When problematic behaviour emerges, there is support for it to be addressed. Parents and alumni do not unduly influence the operation of the College.
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Systemic risks and barriers

1. Student hierarchies exist. This is not all negative, as senior students provide a caring presence for new students, and are instrumental in helping new students connect with each other and with the broader community of college students. However, power imbalances remain which would support problematic behaviour if it were to emerge. Hierarchies, even when not reinforced through any deliberate means, can act as a preventer for new students in speaking up for themselves.
2. Historically, despite holding strong anti-hazing values, some student leaders have failed to see the presence of hazing conditions in their event planning due to not recognising power imbalances when they are the ones holding the power, and because their intentions (that the new student has a great time) are good.
3. While all at Sancta work hard to provide space for complaints or grievances or challenges to be aired, some students remain reluctant.
4. While Sancta has a comparatively diverse community, care is needed to ensure students from diverse backgrounds can feel the same sense of ownership over Sancta that our traditional cohort of women from regional NSW do.

Key actions in response

1. Continue to talk about issues of sexism, racism and homophobia in interviews for prospective students as indicators of our values
 2. Continue to work with student leaders to support their understanding of hazing and detach the concept from 'intention'.
 3. Continue to work with undergraduate student leaders to support their understanding of power and authority and how it operates in community.
 4. Continue to workshop each college event to ensure the conditions that could support hazing are named and mitigated against.
 5. Promote the use of RespectX as a complaint portal, emphasising the anonymity that is supported through this platform.
 6. Continue and expand upon signs, symbols, events etc. that signify 'this is a place for you' for Aboriginal and Torres Strait Islander students; LGBTQIA+ students; students of non-English language backgrounds, and who are from a diversity of religious and cultural backgrounds; and neuro-diverse students.
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Section 3: Systems and Infrastructure

All student matters requiring monitoring or case management are looked after by Sancta's Principal or Vice Principal; while all staff matters are looked after by the Principal with the relevant Executive team member.

Depending on the nature of the matter, when needed, expert advice is sought from a range of sources. Sancta has good relationships with the Safer Communities Office of the University of Sydney, and knowledge of the local service system. From previous roles, the Principal has experience investigating workplace matters, and matters pertaining to the care of children and vulnerable adults, including allegations of sexual misconduct.

In 2025, a reporting platform, RespectX, was introduced for both student and staff use at Sancta. This platform enables anonymous and non-anonymous reporting, and features real time communication with the reporter (whilst maintaining anonymity).

In addition to RespectX, students and staff can raise issues in person, via email or indeed any manner in which they want.

Because of the high standards of security in place with RespectX, the Principal and Vice Principal have expanded its use to track all wellbeing matters as well as any matter requiring monitoring, investigation or other resolution, irrespective of how the matter is brought to their attention.

General information pertaining to students (e.g. contact details, date of birth, home address, enrolment information etc.) is securely stored in StarRez, and is accessible only to relevant permanent staff. Student staff members do not have access to StarRez.

Case management information pertaining to incidents, reports or wellbeing matters, are held securely in the Principal or Vice Principal's One Drive, or shared between both on RespectX. No one else has access to this information, unless specifically 'invited' for a particularly purpose.

Systems and Infrastructure

Enablers

1. Three staff live permanently on site at Sancta (Principal, Vice Principal, Dean of Students). One of those members of staff is on call at all times, to respond to matters that are escalated by RAs. Students know that staff will intervene if the matter is serious (e.g. risk of harm) or if a request of the RA is not attended to (e.g. noise complaint).

2. Because of living on site, and given the relatively small size of the community, students are generally known by name by the Principal, Vice Principal and Dean of Students, and students in turn know the staff. This familiarity can be of assistance when students have difficult or personal matters to discuss (though sometimes is a barrier).
 3. All staff, irrespective of role, have a part to play in the wellbeing of students. Student wellbeing is regularly discussed at staff meetings. All staff are encouraged to let the Vice Principal know if they become concerned about a student's wellbeing. For example, if a housekeeper notices that a student who ordinarily keeps their room neat and clean has become chaotic or is refusing room cleaning, this is reported and followed up as possible a wellbeing matter.
 4. Student difficulties are often raised through an RA, whether because of disclosures made to them, or because of observations by RAs, then reported to the Vice Principal.
 5. All student matters are co-case managed by the Principal and Vice Principal, with assistance from the Dean of Students as appropriate.
 6. CCTV is in place for all entries and exits of Sancta buildings, and some common high traffic areas, such as the College foyer.
 7. Students have fob key access to Sancta's buildings and their own rooms. They do not have fob key access to any other student room.
 8. Guidelines for social media use are included in our student Walk in Wisdom Guide. This guidance states: *The same high standards of conduct and behaviour that are expected of Sancta community members in person, are also expected in the social media environment...Sancta's Code of Conduct and all other policies operate in the social media environment. Social media users need to ensure their conduct and behaviour on social media is in keeping with Sancta's Code of Conduct. Allegations of bullying, harassment or hazing or of sexual misconduct will be responded to in the same manner irrespective of the online or in person context in which they emerge.*
 9. The 2025 Student Survey showed that 86% of students believe that the security measures in place at Sancta are good.
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Systemic risks and barriers

1. Students, particularly undergraduate students, sometimes disable the 'fob only' access to their rooms by 'carding' their door (this means it can be opened by anyone). They do this for convenience and to enable their friends to come and go. While this is actively discouraged, and rarely poses a problem, it poses a security risk.
2. While the 2025 Student Survey showed that Sancta scored well for security measures (86%), this contrasts with only 71% of students agreeing that Sancta is effective at preventing problems. Comments suggest that this low score may be attributable to:
 - Students disrupting normal security measures by (for example) propping open external gates or doors to enable easier access
 - Students being disturbed by the presence of tourists near or on our property
 - The location of Sancta on Missenden Road is very close to a major public hospital. People who are experiencing homelessness, acute mental illness, negative effects of alcohol and other drug use are often present in Sancta's surrounds.
 - A wish for CCTV to cover all common areas (corridors etc.) of Graduate House (for student privacy, CCTV tends only to cover entry and exit points).
3. Sancta encourages students to join Sancta's Facebook Noticeboard as a means to get real-time advice about goings on in the College. This platform is monitored by staff and any questionable behaviour flagged and addressed. A systemic risk exists in that there is nothing to prevent students from creating their own group chats away from staff scrutiny.
4. The non-resident partners of students are often known to other students within the college. On occasion, non-resident boyfriends are let into the College by well intentioned friends or acquaintances (in residence at Sancta). It is conceivable that this could enable intimate partner violence or coercive/controlling behaviour. While this is highlighted as a risk to students, the systemic risk remains.
5. Physical security infrastructure (doors, locks, gates etc.) can be compromised by students who either do not understand the need for such measures, or who, in the moment, don't care.
6. CCTV offers a level of security but this must be weighed up against student comfort and privacy.

Key actions in response

1. Continue to promote security issues through newsletters and other means, including:
 - Enhanced discussion on the risks of carding doors
 - Disciplinary action when students deliberately compromise security (e.g. propping open external doors or gates)
 - Not permitting entry to the guests of other students
 2. Discuss Social Media expectations explicitly in induction and beyond. Ensure it is understood to encompass private group chats
 3. Continue to ensure quick responses to security issues, including maintenance issues when gates or doors are found to be faulty
 4. Canvass student opinions on the coverage of CCTV and consider expansion.
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Section 4: Service Delivery

Sancta is a residential College offering accommodation, all meals and utilities. In addition, the following services are available to all residents and associate members:

- Access to academic support through group tutorials, and one-on-one academic advice
- Access to a mentoring program
- Access to pastoral support
- Free counselling support
- Access to college social and networking events
- Weekly Catholic Masses

Service Deliver

Enablers

1. Sancta's student bedrooms are in two buildings. Most undergraduates live in our Heritage Building, occupying single or shared rooms with share bathrooms. No male students reside in this building. All postgraduates and some undergraduates occupy Sancta's Graduate House. Every room in this building is single occupancy only and every bedroom has its own ensuite.
2. Students are selected for entry based on a written application and interview. Students are selected based on their need for accommodation (priority is given to women from regional, rural and remote communities), and their suitability for community life.
3. New undergraduates move into College at the start of Welcome Week. Welcome Week involves compulsory participation in the workshops focused on safety, building familiarity with policies and procedures, and 'what to do when things go wrong' (i.e. in relation to other student behaviour, academic challenges, health or mental health difficulties).
4. The collaborative nature of life at Sancta enables effective whole-of-organisation messaging, for example:
 - Emails to students where action is required or feedback sought
 - A weekly newsletter is emailed to each resident and hard copies placed throughout the college (e.g. on dining hall tables). The newsletter is used in many different ways – announcements, changes, reminders, or messages about values such as gender

equality, anti-discrimination principles, respect, and inclusion. It is also used to put on the student horizon important changes that are foreseen. For example, the newsletter in 2025 was used to herald this introduction of the National Code.

- Formal dinners are held most Monday evenings during semester. The Principal speaks at each formal dinner and often uses this forum to repeat key messages from the newsletter.
- Sancta's Facebook Noticeboard enables quick communication of matters of lesser importance or as a pointer to 'check your email' for particular information or request.
- RA group chats. Each student at Sancta is in an RA group of around students. RAs set up group chats for their group, and bring key issues to the attention of their RA group.

Systemic risks and barriers

1. Unlike undergraduate students, postgraduate students arrive at college for the first time over a four to six week period, due to variation in course requirements (for example, Doctor of Medicine studies start in mid-late January, while Masters courses start in the second half of February). This makes induction a more fragmented affair. Sancta manages this by conducting a 2 hour induction every week from early January until late February, and running compulsory Respect@Sydney workshops in the evenings in the second half of February. The fragmented nature of their induction leads to a looser induction than for undergraduates.
2. Postgraduates are highly motivated to perform well academically and the majority of Sancta's postgraduate community are in highly demanding courses such as Doctor of Medicine, Doctor of Dental Medicine etc. These students are very protective of their time and it can be difficult to engage them in educational workshops.

Key actions in response

1. Improve monitoring of postgraduate attendance at induction workshops
 2. Build understanding that attendance at induction workshops is mandatory, and failure to participate in them will compromise continued residence
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Section 5: Policies and Procedures

Sancta publishes its policies, procedures and guidelines in its Walk in Wisdom Guide each year. The policies include:

- Code of Conduct
- Bullying, Harassment and Hazing Policy
- Alcohol and Other Drugs Policy
- Complaints and Investigations Procedure
- Sexual Harm and Gender-based Violence Policy
- Illness, Infectious and Communicable Diseases Policy

Guidelines explicitly tie social media use to the above policies.

Policies and Procedures

Enablers

1. Sancta's policies start with the following statement: *Sancta Sophia College recognises that everyone in our community has the right to live, study and work in a safe and supportive environment. All members of Sancta Sophia College (including students, staff, guests, and Council members) have a role in creating and maintaining a safe and respectful environment.*
2. Accompanying Sancta's *Sexual Harm and Gender-based Violence Prevention and Response Policy* is a document created by students and staff in 2022 called *Navigating the Experience of Sexual Assault*. The creation of this document was led by students who felt that young women weren't coming forward with their stories because of fear that a complaint would quickly spiral out of their control, as well as fear that a complaint would 'ruin the life' of a respondent. The document is a Q&A between students and staff about the experience of sexual assault. It is designed to provide reassurance to victims that they can take time to make decisions, and to convey that there is lots of support in and outside of college available to help make sense of what happened and decide what pathway the victim survivor would like to have followed. It is victim focused and trauma informed.
3. RespectX was introduced at Sancta in 2025, and enables anonymous and non-anonymous formal complaints, informal complaints, and wellbeing concerns to be made directly to the Principal and Vice Principle. The platform enables real time correspondence between

the complainant and complaint recipient, ensuring that clarification of details can be obtained, even in the case of anonymous complaints.

4. Processes for responding to incidents of gender-based violence are trauma informed and victim-centred. Where supported by the risk assessment, processes ensure that time, support, and information is given for the victim to consider options. Students are supported to pursue matters through the College, the University, or Police. Students are referred to the Safer Communities Office and or Royal Prince Alfred Hospital Sexual Assault Service for support and assistance as needed.
5. Where needed, interim measures are used that prioritise safety, and give strong consideration to the comfort of the victim.

Systemic risks and barriers

1. It can take some days before students connect with appropriate support services following a sexual assault.
2. Students tend not to absorb information about such processes associated with matters such as gender-based violence until it is needed. Despite efforts to increase understanding of relevant processes, there is a lack of awareness about them.
3. Limited resources to amend policies and procedures.

Key actions in response

1. Increased promotion of processes and resources related to responding to gender-based violence.
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Section 6: Management and Governance

The Sancta Sophia College Incorporation Act was passed in NSW Parliament in 1929. The Act established the Sancta Sophia College Council as the governing body, inclusive of the Principal and appointed Councillors. The Act states:

- *The principal and councillors for the time being shall together form a council to be called “The Council of Sancta Sophia College”.*
- *The government in every respect of the college and all matters relating thereto shall at all time be vested in the council.*

Responsibility for the day-to-day operation of the College is vested in the Principal, Vice Principal and Executive team.

Management and Governance

Enablers

1. Both Sancta’s Council and Executive Team are made up of a majority of women members, with women holding key roles: Council Chair, Deputy Chairs, Principal, Vice Principal and Head of Finance. Diversity of cultural and language backgrounds, age and sexuality is also demonstrated in both teams.
2. All key documents of Sancta, including all policies, include a requirement to uphold a safe, supportive and respectful environment.
3. A Staff Satisfaction Survey has been held every year since 2023.
4. A student experience survey was introduced in 2025 and will be repeated every year hence.
5. Sancta Sophia College took part in the Broderick Review of University of Sydney Colleges in 2017. All recommendations of the Broderick Review not already in operation, were implemented within 18 months following the completion of the review.
6. Sancta’s Council and Management teams prioritise safety of students over all else. Resources are never withheld regarding strategies or initiatives that can enhance safety.

**Systemic risks
and barriers**

No systemic risks or barriers have been identified

**Key actions in
response**

No key actions have been identified

Section 7: Community Engagement

The Sancta community encompasses around 4000 alumni plus past and current parents, past and current staff and Council members, and friends.

Sancta prioritises students from regional, rural and remote communities within NSW (approximately 70% of our intake each year). At the time of writing, of the new cohort of 72 students in 2026 will come from 49 separate schools. The 54 students from NSW will come from 38 separate localities (Greater Sydney is counted as one single locality).

Our postgraduate community come almost exclusively from outside of Sydney, with the vast majority residing outside of NSW. The majority of our postgraduate students are studying 'doctor of' programs (medicine, dental medicine, veterinary medicine etc.) and PhD's. Demographically we aim for (and achieve) gender balance and a balance between domestic and international students.

Community Engagement	
Enablers	<ol style="list-style-type: none">1. Our alumni and parent community do not unduly influence the operation of the College and are overwhelmingly supportive of all activity to prevent and respond to gender-based violence.2. Sancta alumni provide networking and mentoring opportunities to women students. They are overwhelmingly an empowering force for good in the life of Sancta.3. Anecdotal feedback suggests our alumni are proud of Sancta's reputation for focussing on young women from country locales, and for prioritising safety and wellbeing of our students.
Systemic risks and barriers	No systemic risks or barriers have been identified
Key actions in response	No key actions have been identified