



## Gender-based Violence Action Plan

**Date Approved:** 8 January 2026

**Review Date:** 7 January 2030

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This is Trinity College's Whole of Organisation Prevention and Response Plan (**GBV Action Plan**) prepared in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (**National Code**).

Capitalised terms used in this GBV Action Plan have the same meaning as in the National Code unless specified otherwise.

### STATEMENT OF COMMITMENT

Trinity College (**College**) is committed to taking effective action to prevent Gender-based Violence, to taking timely and appropriate action in response to Disclosures and Formal Reports of Gender-based Violence, and to meeting the requirements and expectations of the National Code.

As an Affiliated Student Accommodation Provider, the Residential College at Trinity College welcomes the objectives of the National Code, and the focus on addressing the drivers of Gender-based Violence, particularly those relevant to the student accommodation context.

The Residential College is committed to continuous improvement and regular reviews of culture and student experience. This commitment is reflected in independent expert-led reviews of the Residential College in 2019 (the **Neave Review**) and 2025 (the **Cultural Review**). Reports from these reviews are available on the College website and underscore the Residential College's dedication to creating a safe, respectful, diverse, and inclusive environment. The Residential College embraces this opportunity to assess and plan for strengthening initiatives to prevent and respond to Gender-based Violence.

The 2025 Cultural Review found that the Residential College has a healthy and values-driven culture. The College values are articulated in the 2030 Strategy as follows:

- Being respectful of ourselves and others.
- Aspiring for excellence.
- Seeking diversity and inclusivity.
- Acting with integrity.
- Fostering a sense of belonging.

The College recognises that student accommodation is a high-risk setting for Gender-based Violence. The College will continue to assess measures to prevent Gender-based Violence across all divisions of Trinity College and monitor industry best practice as the National Code comes into effect and more data and information is available to inform actions.

## ABOUT TRINITY COLLEGE

### Overview

Trinity College is the oldest college at the University of Melbourne (established in 1872) and is an autonomous institution, established by legislation. The College is affiliated with the University of Melbourne.

The College has three divisions:

- A Residential College, which is an Affiliated Student Accommodation Provider under the National Code.
- A Pathways School for international students wishing to access the University of Melbourne.
- A Theological School that offers courses accredited by the University of Divinity.

Across the divisions, Trinity College has a diverse student body of more than 2000 students from a range of socioeconomic, geographical and cultural backgrounds. The College is committed to increasing its understanding of the drivers of Gender-based Violence, to reducing the prevalence of Gender-based Violence, and providing a safe environment for residents, students, staff and visitors.

### Residential College

The Residential College houses up to 375 students (**Residential Students**) each academic year, all of whom are enrolled in undergraduate study at the University of Melbourne. Residential Students live at the College from mid-February to the end of November and may return each year, subject to the College's approval, for the duration of their undergraduate degree. In any given academic year there is a mix of first, second and third-year students between 17 and 24 years of age.

The College welcomes students of all genders, ages, nationalities and belief systems, and provides financial support to as many as 90 students per year through full and partial scholarships.

The Residential College has dedicated staff, located in offices within the residential buildings during office hours (**Residential College Staff**). The Dean and Associate Dean live on site, and the Deputy Dean is within walking distance. The Residential College Staff include resident advisors (**Resident Advisors**), who live alongside the Residential Students. Between 25 and 30 Residential Students allocated to each Resident Advisors.

The Residential College is more than just student accommodation. Wellbeing and academic support are provided to Residential Students. Formal meals are shared four nights a week during semester, and Residential Student clubs and committees are supported to host events and activities. The Residential College Student Code of Conduct (**Residential Code**) sets the behavioural expectations of Residential Students and processes for a Residential Student to raise a concern or report unacceptable behaviour. Alongside the Sexual Misconduct Policy, the Residential Code has to-date been the key policy for addressing Gender-based Violence at the Residential College.

The Residential College is the only division of the College that provides student accommodation. Consistent with paragraph 7.2(a) of the National Code, this first GBV Action Plan prioritises the safety and support of Residents and Student Accommodation Staff. The College will continue to review its overall approach to student conduct, sexual misconduct and Gender-based Violence to ensure a consistent and robust approach across its divisions.

## PLANNING AND ASSESSMENT

In preparing this GBV Action Plan the College has undertaken a whole-of-organisation assessment (**Assessment**) to identify the systemic risks, enablers and barriers to preventing Gender-based Violence.

The Assessment included:

- the review of available sources on the structure, practices and culture of the Residential College;
- a full review of the Residential Code, which sets the overarching behavioural expectations of Residential Students;
- consultation with leadership and relevant staff across all divisions of Trinity;
- collaboration with the other Melbourne Colleges, and engagement with University Colleges Australia (**UCA**) and the University of Melbourne;
- engagement of a dedicated resource to coordinate the Assessment, and prepare to implement the National Code across the Residential College's operations; and
- consideration of the templates and guidance provided by the Department of Education in November and December 2025.

The Assessment considered the following operational areas of the College:

- Leadership, Management and Governance
- Culture, Environment and Student Leadership
- Structure, Norms and Practices
- Policies and Procedures
- Systems and Infrastructure
- Service Delivery
- Community Engagement

The purpose of the Assessment was to evaluate, in the Residential College context, the **enablers**, **systemic risks** and **barriers** to preventing Gender-based Violence. The enablers, systemic risks and barriers for each operational area are set out in Appendix A.

## ENGAGEMENT

The College began preparing for the implementation of the National Code when it was first announced by the Federal Government. Following the finalisation of the National Code on 15 October 2025 engagement and consultation has been carried out as follows:

- The board has been kept updated on progress of the National Code, and in December 2025 approved the College's Interim Gender-based Violence Policy.
- The Senior Management Team has been regularly engaged to provide input and direction on the steps being taken to implement the National Code, and the content of this GBV Action Plan.
- Key leaders of each division of the College were directly engaged to discuss the implications of the National Code.
- The Student Services team, Wellbeing team and Academic Advice team within the Residential College Staff have provided direct input and feedback on the Assessment and the GBV Action Plan.

The timing of the finalisation of the National Code and the provision of key guidance materials impacted the College's ability to engage with Residential Students and Resident Advisors due to the university exam period, after which Residential Students move out for the summer break and Resident Advisors take leave or stand down for the summer period. However, the Residential

College regularly consults with the Residential Students on culture and experience, and recent relevant consultation includes:

- consultation for the Cultural Review, which commenced in August 2024, and included:
  - a survey sent to all 370 students, with a 74% response rate
  - nine focus groups, eight with Residential Students and one with Resident Advisors, and included focus groups with First Nations Residential Students and LGBTQI+ Residential Students
  - twenty-one individual Residential Student interviews
- consultation for the review of the Residential Code from September to November 2025, which incorporated discussion on key aspects of the proposed National Code
- discussions with key resident committees including the Trinity College Associated Clubs (**TCAC**) and a new committee formed in 2025, initially called 'Zero Tolerance', which brings together members of other committees including the Gender and Sexuality Alliance, Kumergaii Yulendji and the Trinity International Students Committee, to advocate together as a group for those most likely to be exposed to discriminatory comments or behaviour.

Resident Advisors were engaged in conjunction with the review of the Residential Code in mid-October 2025, as the National Code was finalised.

The 2025 Residential Student cohort moved out in late-November 2025. When the 2026 Residential Student cohort commences the Residential College will carry out further consultation to ensure the views and needs of the 2026 Residential Students are assessed and captured in the GBV Action Plan.

## UNDERSTANDING THE DRIVERS OF GENDER-BASED VIOLENCE

This GBV Action 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, *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.

Evidence from *Change the Course* (2017) and the National Student Safety Survey (2021) shows that student accommodation is a high-risk environment for Gender-based Violence to occur. Other forms of discrimination and inequality – such as racism, homophobia and transphobia – intersect with gender inequality to compound people's experiences of violence.

The Residential College typically brings together 17 to 24-year-olds, many of whom have never lived away from home. As young adults, Residential Students are entitled to independence. However, the transition from parental oversight to the College environment can exacerbate the risk in a student accommodation setting. Additionally, Residential Students are from a range of backgrounds and bring with them embedded views and cultures of their families, communities, schools and social lives. The years at College can be a time of social and sexual experimentation with young people determining their identity and testing their values.

Power dynamics among young people living out of home for the first time may contribute to Gender-based Violence. This risk may be exacerbated by shared living space and proximity (including shared bathrooms). College social events, and the presence of alcohol, is also likely to

contribute to the prevalence of Gender-based Violence. Residential Students who are keen to fit in, may tolerate unacceptable behaviours, or may be reluctant to speak up and raise concerns.

## GBV ACTION PLAN

This GBV Action Plan builds on the actions recommended by the 2025 Cultural Review. The Residential College has an existing framework to respond to unacceptable behaviour, including Gender-based Violence, through the Residential Code (reviewed in late 2025) and the Sexual Misconduct Policy and Procedures (implemented in 2021 following the Neave Review). These policies provide a foundation to strengthen measures to prevent and respond to Gender-based Violence.

This GBV Action Plan is structured into five compliance areas that align with the National Code.

- 1 Accountable leadership and governance
- 2 Safe environments and systems
- 3 Knowledge and capability
- 4 Safety and support
- 5 Data, evidence and impact

Each section:

- outlines the relevant obligations of the National Code
- provides a summary of the College's approach
- outlines the actions the College will take to meet the requirements of paragraphs 7.2 to 7.8 of the National Code.

This GBV Action Plan is intended to be iterative, and work will continue at the start of 2026 to assess the systemic risks, enablers and barriers to preventing Gender-based Violence at the College. The actions will be updated as appropriate.

### 1. ACCOUNTABLE LEADERSHIP AND GOVERNANCE

#### National Code requirements

Paragraphs 7.2 and 7.3 of the National Code require the College to:

- prepare, implement and publish on its website a Whole-of-Organisation Prevention and Response Plan
- 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.

#### Summary of approach

- This GBV Action Plan is the College's Whole-of-Organisation Prevention and Response Plan.
- The College is implementing the GBV Action Plan, and actioning the key actions set out below.
- When the 2026 Residential Students move in, the Residential College will undertake further consultation to test and develop this GBV Action Plan. This GBV Action Plan will be updated no later than December 2029.
- Governance frameworks and processes and procedures will be reviewed and developed to monitor and measure the impact of the GBV Action Plan.

## Key actions

	Action
1.	Review and strengthen governance frameworks that address the management and monitoring of the College's obligations under the National Code, including considering whether any committees or advisory groups should be established, or extended within the governance structures to support the prevention of Gender-based Violence.
2.	Establish processes with the University of Melbourne to facilitate compliance with the National Code.
3.	Monitor ongoing actions arising from the recommendations of the Cultural Review to support continuous improvement.
4.	Establish processes and systems to monitor implementation of the GBV Action Plan and measure its impact, ensuring governance oversight.
5.	Targeted consultation with Residential Students at the start of the 2026 academic year to: <ul style="list-style-type: none"><li>test and develop the actions in this Plan</li><li>develop the Gender-based Violence Policy</li><li>develop, or update, procedures for responding to Gender-based Violence.</li></ul>

## 2. SAFE ENVIRONMENTS AND SYSTEMS

### National Code requirements

Paragraph 7.4(a) of the National Code requires the College to:

- have its Student Accommodation Staff declare:
  - any previous investigations or substantiated allegations of Gender-based Violence in similar roles
  - any existing or previous intimate personal relationship with a Residential Student.
- where a declaration is made, implement as necessary any conflict-of-interest or risk management plans, which include any necessary alternative arrangements.

### Summary of approach

- The College has requested declarations from all staff who interact with the Residential Students, due in mid-December 2025.
- The declaration and risk/conflict management will be embedded in College processes and will consider risk management of contractors who interact with Residential Students.

## Key actions

	Action
6.	Strengthen Gender-based Violence risk identification and management across all staff and contractors who interact with Residential Students. Develop and embed processes and guidelines for: <ul style="list-style-type: none"><li>obtaining staff declarations on prior Gender-based Violence incidents and/or intimate relationships with Residential Students</li><li>risk/conflict management where a declaration is made.</li></ul>

## National Code requirements

Paragraph 7.4(b) of the National Code requires the College to:

- prohibit the use of non-disclosure agreements, unless requested by the discloser
- if requested, ensure it does not stop the discloser from sharing information as part of seeking support or advice, or the College from complying with their reporting obligations
- ensure any settlement agreements do not contain a non-disparagement clause.

## Summary of approach

The College does not ask for or require non-disclosure agreement for sexual misconduct or Gender-based Violence.

## Key actions

	Action
7.	Strengthen procedures for responding to misconduct/Gender-based Violence to ensure non-disclosure agreements and settlement agreement requirements are observed.

## National Code requirements

Paragraph 7.4(c) the National Code requires the College 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.

## Summary of approach

- The Residential College has developed an Interim Gender-based Violence Policy, which meets the requirements of the National Code and incorporates the College's Sexual Misconduct Policy and Procedures. The Interim Gender-based Violence Policy will be reviewed, developed and subject to consultation in early 2026.
- Existing policies, including the Residential Code, Sexual Misconduct Policy and the Alcohol Provision and Consumption Policy address Gender-based Violence, and the drivers of Gender-based Violence.

## Key actions

	Action
8.	Review and develop the Gender-based Violence Policy in consultation with the 2026 Residential Students.

## 3. KNOWLEDGE AND CAPABILITY

### National Code requirements

Paragraph 7.5 of the National Code requires the College to:

- require Residents and Student Accommodation Staff to complete education and training prevention, and respond to Disclosures that:
  - meet requirements of Standard 3
  - are tailored to the student accommodation environment
  - are delivered or approved by Melbourne University

- promote and widely disseminate evidence-based prevention messaging tailored to the student accommodation environment
- ensure any prevention initiatives are evidence-based and evaluated, with evaluation finding to inform future prevention initiatives.

### Summary of approach

- The Residential College education and training is reviewed and refreshed each year.
- Returning second and third year students undergo refresher training.
- Student leaders are given specific training for their leadership role at the Residential College.
- Key Student Accommodation Staff have undertaken training on understanding and responding to Gender-based Violence provided by the Centre Against Sexual Assault.

### Key actions

	Action
9.	Continue the current College-specific education program for Residential Students and continue to review annually, specifically to strengthen messaging that supports a culture where Gender-based Violence is not acceptable, and to address areas where Gender-based Violence intersects with other areas of discrimination or inequality.
10.	Strengthen education and training for Student Accommodation Staff on preventing Gender-based Violence and responding to Disclosures and review onboarding processes for external contractors who interact with Residential Students.
11.	Strengthen strategies to continue disseminating messages aimed to prevent Gender-based Violence throughout the year through varied forums and mediums, which ensure visibility and accessibility, across physical and digital spaces.
12.	Monitor best practice, trends, and innovations, in supporting prevention initiatives.
13.	Strengthen evaluation of the effectiveness of prevention initiatives by pre and post-training evaluations and factor into regular reviews and updates of education, training and communication materials.
14.	Strengthen and further develop directed education for those who perpetrate Gender-based Violence and implement processes for requiring directed education, which addresses the drivers of Gender-based Violence where appropriate.

### National Code requirements

Paragraph 7.6 of the National Code requires the College 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.

The expertise required under paragraph 3.14 is:

- expertise in Gender-based Violence risk assessment
- competency working with specific cohorts including First Nations people, culturally and linguistically diverse communities, people with disability and people of diverse sexual orientation and gender identity
- relevant knowledge, including of:

- evidence-based static and dynamic risk factors and protective factors for experiencing Gender-based Violence
- types, patterns and effects of Gender-based Violence
- how Gender-based Violence is experienced by different groups of people
- the nature and impact of coercive control.

### **Summary of approach**

The Senior Management Team, the Residential College Dean, Deputy Dean, Associate Dean and Resident Advisors have undertaken training on understanding and responding to Gender-based Violence provided by the Centre Against Sexual Assault.

### **Key actions**

	<b>Action</b>
<b>15.</b>	<p>Strengthen capabilities within existing staff and ensure continuous education and development of staff to remain in line with best practice including:</p> <ul style="list-style-type: none"> <li>• identifying expertise gaps to be addressed through additional training, or external resourcing</li> <li>• developing and strengthening tools and training for Residential College Staff on preventing and responding to Gender-based Violence (see also Action 19).</li> </ul>

## **4. SAFETY AND SUPPORT**

### **National Code requirements**

Paragraph 7.7 of the National Code details the requirements for responding to, and managing, a Disclosure or Formal Report of Gender-based Violence. This requires the College to:

- 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
- undertake a risk assessment following every Disclosure and Formal Report
- where a Disclosure relates to behaviour occurring in residence or at an event organised by the College, take all necessary action to manage risk, including relocation of the Respondent where required and facilitating urgent access to support services
- 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.

Where the Resident elects for the College to lead the response, the College must:

- 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 the safety of others
- implement support plans for both Disclosers and Respondents that meet requirements of Standard 4 within 48 hours.

## Summary of approach

- The Interim Gender-based Violence Policy has been prepared to guide the response to, and management of, a Disclosure to meet the requirements of the National Code.
- The Residential College has a dedicated wellbeing team, experienced in responding to Gender-based Violence to support the processes to respond to Gender-based Violence.

## Key actions

	Action
16.	Strengthen tools and resources to support pastoral care provided through managing a Disclosure or a Formal Report and ensure post-incident evaluation for continuous improvement.
17.	Maintain wellbeing support services and consider how they may be enhanced.
18.	Work with the University of Melbourne to improve the visibility of, and information about, University support and complaint options in residential settings.
19.	Implement a risk assessment and support plan tool that: <ul style="list-style-type: none"><li>• supports the first responder to consider risk in the first instance, and in a trauma-informed and person-centred manner</li><li>• provides guidance on safety measures to be considered to manage the risks identified</li><li>• prompts the first responder to advise a Discloser of the option to have the University lead the response</li><li>• ensures the assessment is completed within 48 hours of the Disclosure.</li><li>• prompts the establishment of reminders to regularly review the risk assessment to manage and monitor the risks identified.</li></ul>

## 5. DATA, EVIDENCE AND IMPACT

### National Code requirements

Paragraph 7.5 of the National Code requires the College to collect and report data prescribed by Standard 6, where applicable.

## Summary of approach

The Residential College has in place processes to collect and report data internally.

## Key actions

	Action
20.	Collaborate with the University of Melbourne to establish a reporting format for the data relating to Disclosures and Formal Reports made to the College.

## Appendix A: Systemic Risks, Enablers and Barriers to preventing Gender-based Violence

The College's assessment of the systemic risks, enablers and barriers to preventing Gender-based Violence considered the following areas of operation:

1. Leadership, Management and Governance
2. Culture, Environment and Student Leadership
3. Structure, Norms and Practices
4. Policies and Procedures
5. Systems and Infrastructure
6. Service Delivery
7. Community Engagement

Operational area	Enablers	Systemic risks	Barriers	Relevant actions
<b>Leadership, Management and Governance</b>	<p>The prevention of Gender-based Violence is aligned with Trinity's vision, values and purpose in the 2030 Strategic Plan.</p> <p>Leadership and senior management support initiatives to understand, and improve, the culture of the Residential College. This is demonstrated by the Neave Review and the Cultural Review, and the implementation of their recommendations. Key aspects encompass preventing and responding to Gender-based Violence.</p> <p>The senior management team have all undertaken training on understanding and responding to Gender-based Violence provided by the Centre Against Sexual Assault.</p>	<p>To date, Gender-based Violence has been addressed through existing misconduct, and particularly sexual misconduct frameworks. Gender-based Violence has only recently started to be identified as a distinct category of misconduct in governance frameworks and leadership directives.</p> <p>Trinity College is a diverse organisation with diverse operations, and relationships. Gender-based Violence is a risk across all divisions. The National Code focuses on student accommodation. At Trinity, leadership oversees all divisions and must consider the operations and needs of the whole, while also focusing on divisional risks.</p>	<p>The nature and size of Trinity College, with a diverse student body of more than 2000 students from a wide range of socioeconomic, geographical and cultural backgrounds, means there is complexity in the governance frameworks and diverse risks to be managed. This means it is important to ensure that preventing and responding to Gender-based Violence remains a priority for management.</p>	Actions 1-4
<b>Culture, Environment and Student Leadership</b>	<p>The Cultural Review found that the Residential College has a strong, healthy, positive culture. The Residential College acknowledges that culture requires ongoing assessment and refinement and is implementing the recommendations of the Cultural Review. This includes ongoing actions to help guide and influence culture development and stability.</p> <p>The Residential College has a strong wellbeing focus to guide culture, supported by a dedicated wellbeing team.</p> <p>There are more than 50 student leadership opportunities within the Residential College, empowering Residential Students to shape and guide the culture and to integrate as a community. This:</p> <ul style="list-style-type: none"> <li>• encourages accountability amongst Residential Students, creating a system for Residential Students to raise the expectations of each other</li> <li>• creates a close relationship between Residential College Staff and Residential Students and gives Residential Students ownership of the need to set a positive culture and environment</li> <li>• treats Residential Students as young adults rather than children, builds trust by honouring positions with true responsibility and guided agency.</li> </ul>	<p>Residential Students come to Trinity with their family and community values and have different embedded views and understanding of Gender-based Violence and its effects. As young adults, the Residential Students are developing their own values and at times may misstep or falter in the new community.</p> <p>Young adults living out of home for the first time can be expected to experiment with alcohol and feel pressured to consume alcohol to fit in. Consumption of alcohol can be a factor in Gender-based Violence.</p> <p>While the Residential Students have formed support groups for particular cohorts of Residential Students, the Residential College is currently lacking a specific support group for women. Steps are being taken, in conjunction with female Resident leaders, to foster such a group, alongside the groups already in existence.</p>	<p>In the College community, just as in wider society, there can be a reluctance to report Gender-based Violence. This can be increased in the College community where there may be concerns about privacy and the social implications of reporting.</p>	Actions 11-13

Operational area	Enablers	Systemic risks	Barriers	Relevant actions
<b>Structures, Norms and Practices</b>	<p>Trinity offers pastoral care services not offered by all residential colleges, including a dedicated wellbeing team, the support of the College Chaplain, and a larger Resident Advisor team, with an average of 29 Residential Students to each Resident Advisor.</p> <p>The Cultural Review found that there was overwhelming support for the wellbeing services provided by the Residential College. Wellbeing is a regular feature of education, training and College events.</p> <p>The academic support offered by the Residential College assists Residential Students in navigating the shift from high school to university.</p>	<p>The diversity of the Residential College community brings with it systemic power imbalances. This includes demographic factors such as gender and sexual identity and cultural identity as well as the dynamic between year groups, socioeconomic groups and cohorts from particular areas or schools. These power dynamics may increase the risk of Gender-based Violence occurring and impact the willingness of a Residential Student who encounters Gender-based Violence to speak up.</p> <p>Trinity's long history carries with it a potential perception of outdated values that might, to some, suggest a conservative approach, and might negatively impact willingness to speak up about Gender-based Violence.</p> <p>Just as in the broader society, at College Gender-based Violence may be compounded where gender inequality intersects with other areas of discrimination or inequality.</p>	<p>While Trinity's student-led approach has many benefits, it presents a challenge for the Residential College Staff in guiding Resident groups to shift harmful norms and practice. For example, encouraging Residential Student groups to ensure gender diversity in their make-up and influencing events, such as O-week planning.</p>	Actions 16-17
<b>Policies and Procedures</b>	<p>The Residential College policies aim to ensure a positive and respectful community, to set clear expectations and promote accountability.</p> <p>The Residential College policies are grounded in the College values, framed as positive expectations, including the expectation that Residential Students seek diversity and inclusivity. The policies prohibit discrimination of any kind. Specific policies target certain drivers of Gender-based Violence, such as the Sexual Misconduct Policy and the Alcohol Provision and Consumption Policy.</p> <p>The College is in the process of preparing cultural safety policies which will support the intersection of Gender-based Violence with cultural safety.</p> <p>The Residential College regularly reviews policies to ensure they are up to date and in-line with best practice.</p>	<p>Policies alone cannot prevent Gender-based Violence. Residential Students must be trained and made aware of what is required of them under the policies.</p>	<p>The number of policies that apply to the Residential College may be overwhelming for Residential Students. Residential College Staff are generally responsible for both setting policy, and operational implementation of policies. This can be seen as a conflict, and also a strain in the small Residential College Staff cohort.</p> <p>Residential Students are at College from February to November and through that period have assessments, exams and other commitments. Consultation on policies needs to be targeted and well timed for best effect. Noting that at the start of each year there is a new cohort of Residential Students to engage with.</p>	Actions 5, 8 and 14
<b>Systems and Infrastructure</b>	<p>The co-location of the Residential College Staff office with the residential buildings makes it easy for Residential Students to access staff. The Dean and Associate Dean living on site allows for natural senior staff oversight of resident activity. The ratio of Resident Advisors to Residential Students ensures that Resident Advisors can provide more sustainable and directed support to Residential Students where needed.</p> <p>Swipe card access to the Trinity campus limits outsider access to the campus. Swipe card permissions control access to residential buildings and individual rooms.</p> <p>Residential Student training and education is carefully considered and scheduled. Training is evaluated annually and adjusted and improved each year.</p>	<p>The access precautions, and the collegiality of the corridor groups, may give Residential Students a sense of security that reduces the precautions they take to protect access to their room, including giving their key to others, or leaving it outside the room to enable others to access their private space.</p> <p>There are limitations to online monitoring, both practically and from the perspective of taking a non-invasive and trusting approach. This can result in unacceptable behaviour going unseen, and unreported.</p>	<p>Residential Students live on campus 24 hours a day, 7 days per week (from February to November). Support on site after hours is via the after-hours duty phone with escalation processes as appropriate to Resident Advisors and senior Staff. For Residential Students this may be an adjustment from parental supervision, and a risk for Gender-based Violence to occur unseen.</p> <p>New Residential Students have a lot of new information to absorb in the first few weeks at College and University. There is a risk of Gender-based Violence information being lost in the quantum of information.</p> <p>It can be difficult to balance physical privacy with natural surveillance.</p>	Actions 9-10, 18-20

Operational area	Enablers	Systemic risks	Barriers	
<b>Service Delivery</b>	<p>Trinity College is much more than just a place of residence, it is a collaborative community with active clubs, committees and Residential Student engagement in activities. All Residential Students complete bursar service as a condition of residence. This engenders a sense of responsibility towards each other, and makes the Residential College a community, more than just a place where Residential Students live side by side.</p> <p>Residential Students come together in the dining hall, and during semester time Formal Hall (a formal dinner) is held Monday through Thursday. Formal Hall provides the opportunity for management or Residential Students to make announcements, and to embed messages of gender equality, respect, diversity and inclusion.</p> <p>The dedicated Residential College Staff are a small cohesive team, with offices located within the Residential buildings, visible and easily accessed by Residential Students. Residential College Staff attend Resident events and closely monitor the culture, with the ability to intervene early.</p> <p>The Cultural Review found that most Residential Students feel supported by the Residential College Staff and know how to access support where needed.</p>	<p>The collegiality of the Residential Student community can generate a reluctance for individuals to speak out against the group.</p> <p>Residential Students interact with other College staff and contractors, beyond the Residential College Staff, while in residence. Those other staff and contractors will not necessarily have the same training and expertise as the Residential College Staff.</p>	<p>As the Residential College Staff comprises a small staff group there are challenges to achieving diversity.</p> <p>While a small, cohesive pastoral care team offers clear benefits for Residential Students, it also concentrates responsibility for managing disclosures and reports within the same group. This dynamic can foster a reluctance to approach Residential College Staff with disclosures and may contribute to perceptions of bias and conflict.</p>	Actions 6-7 and 15
<b>Community Engagement</b>	<p>Trinity College actively collaborates with the other Melbourne Colleges on policies and procedures and has been working with other Colleges while preparing for the implementation of the National Code.</p> <p>Trinity's values are central to recruitment marketing providing a foundation for the setting of behavioural expectations for those who aspire to be Trinity Residential Students. This lays the early groundwork for training and values alignment when Residential Students start at College.</p> <p>Generally, alumni expect and are supportive of maintaining a progressive and positive culture at the college and expect management to ensure this in a sensitive but firm manner.</p>	<p>Although the recruitment process is values driven, there will inevitably be some Residential Students who bring in values that are misaligned with Trinity values and the goals of the National Code.</p> <p>Given the long history of the College, and its origins as a male-only community, some conservative views can persist among the alumni community.</p>	<p>Residential Students have different understandings of Gender-based Violence and its effects and are still developing their own values and world view.</p>	Action 9