

2025 Review of the Trinity Residential College Culture – Recommendations and Responses

Pillar	Recommendations	College Response
Belonging, Inclusion and Fitting In	1. Trinity College should ensure that as part of students' orientation, the Deans of the Residential College and wellbeing staff collect appropriate information about student's needs, such as whether they have a disability and require adjustments and/or support, and information on their cultural identity, heritage and key cultural dates which they might wish to celebrate.	<ul style="list-style-type: none"> • We accept this recommendation
	2. Trinity College should develop a diversity and inclusion strategy that recognises and values the diversity of students.	<ul style="list-style-type: none"> • We accept the recommendation
	3. Trinity College should introduce training for all staff on: <ol style="list-style-type: none"> i. trauma-informed approaches and responses to disclosures of harmful behaviour; ii. diversity, inclusion, cultural and disability competence; and iii. unconscious bias. 	<ul style="list-style-type: none"> • We accept this recommendation
Leadership and Governance	4. Trinity College should ensure its record keeping and document management system pertaining to all students' experiences at College is centralised, consistent and rigorous. Although not an exclusive list, data to be collected and analysed for trends should include:	<ul style="list-style-type: none"> • We accept this recommendation

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	<ul style="list-style-type: none"> i. concerns and complaints raised by students in relation to harmful behaviour; ii. demographic data of student leaders; iii. attrition and retention rates of students with a focus on demographics; and iv. student and staff participation in training. 	
	<p>5. Trinity College should provide the Board with regular updates on College cultural audits and reviews, the results of student surveys, and the strategies being implemented to address any issues of concern or areas requiring improvement.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>6. Trinity College should provide a clear and accessible definition of ‘student-led’ College and develop a framework that provides parameters around responsibilities and decision-making of TCAC and the Deans of the Residential College. The framework should be developed collaboratively between TCAC and the Deans. It should include guidelines for a strengthened process of appropriate communication between the Deans and TCAC to ensure that TCAC has access to relevant and appropriate information that enables their roles.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>7. Trinity College should partner with TCAC to run regular whole – of -college student information sharing/feedback sessions on critical issues that concern students.</p>	<ul style="list-style-type: none"> • We accept this recommendation

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Policies and Training	<p>8. Trinity College should review all its Residential College policies at least every two years and, in relation to the Code of Conduct and Sexual Misconduct Policy and Procedures, each year.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>9. Trinity College should provide comprehensive examples of harmful behaviours in the Residential Student Code of Conduct and Sexual Misconduct Policy to ensure students have a clear understanding of what constitutes these behaviours. To assist this action reference should be made (although not exclusively) to the examples of harmful and discriminatory behaviours provided by the Victorian Equal Opportunity and Human Rights Commission.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>10. Trinity College should continue to deliver mandatory training to student leaders and incoming first year students prior to and during O Week respectively. The College should also offer comprehensive, preferably face to face training, on a mandatory basis to all other students at the start of the academic year. In all training provided to students, topics should include the nature and impact of harmful behaviours, respect for oneself and others, cultural competency and inclusion, how to access support and report harmful behaviours, the Code of Conduct, the sexual misconduct policy and procedure, and the alcohol policy.</p>	<ul style="list-style-type: none"> • We accept this recommendation

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	<p>11. Trinity College should continue to deliver consent education which reflects best practice and includes information around coercion and pressure to have sex or participate in sexual acts. This training should also include information on the gendered nature of sexual misconduct, and the importance of gender equity in addressing them.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>12. Trinity College should deliver mandatory bystander training to all year levels. The training should be placed within a residential college context and be scenario based to maximise student understanding and relevance to student's lives.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>13. Trinity College should explore training options to provide students with the capabilities to be proactive about managing low level issues with other students themselves, in particular 'how to have difficult conversations'.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>14. In developing the training listed at Recommendations 10-13, the College should:</p> <ol style="list-style-type: none"> i. partner with expert providers to co-design and co-present these workshops to ensure they are contextualised to the student experience and college environment. It is important that the training is framed directly and positively to ensure 	<ul style="list-style-type: none"> • We accept this recommendation

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	<p>students are clear about 'how we live and act at Trinity';</p> <p>ii. where possible, deliver training in small groups that is interactive and scenario-based;</p> <p>iii. seek input and advice on the design of the training from a TCAC representative (including advice on whether to run male only, female only and all gender training); and</p> <p>iv. review procedure to ensure all students have attended or completed the training.</p>	
	<p>15. Trinity College should regularly review all student training, including assessing student feedback, to ensure that training is consistent with best practice and identifies clear learning intentions and success criteria.</p>	<ul style="list-style-type: none"> • We accept this recommendation
Activities	<p>16. TCAC should develop a clear set of guidelines for the selection of intercollegiate sporting teams which ensures students with the strongest ability in that particular sport are selected. The guidelines should be designed to minimise the risk of favouritism in the selection process.</p>	<ul style="list-style-type: none"> • We accept this recommendation noting that it is within the purview of the TCAC
	<p>17. TCAC should explore the option of creating social sporting teams to give students, who missed out on being selected for the intercollegiate sporting teams, the opportunity to participate in a sport of their choice.</p>	<ul style="list-style-type: none"> • We accept this recommendation noting that it is within the purview of the TCAC

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Alcohol	<p>18. Building on its efforts to minimise harm from excessive alcohol consumption by students, Trinity College should:</p> <ol style="list-style-type: none"> i. offer more non-alcoholic events and spaces where students can socialise without alcohol; ii. encourage student leaders and clubs and societies to run alcohol-free activities such as game/quiz nights, fitness classes, or late-night 'coffee/tea gatherings'; and iii. ensure that training of student leaders includes information on how to model responsible behaviour and how to appropriately intervene in challenging situations where students' may be intoxicated. 	<ul style="list-style-type: none"> • We accept this recommendation
O Week	<p>19. Trinity College staff should partner with experts to provide training for student leaders and students involved in coordinating and supporting O Week activities on how to build and sustain a positive college culture. This training should explore the difference between hazing and bonding, the negative impact that some activities can have on students, and the indirect pressure some students may feel to participate when they don't want to.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>20. Trinity College should empower its student leaders to carry forward and deliver the training detailed in recommendation 19 to all students with the intention of building a peer-led positive culture. This might involve seeking input and advice on the design of the training from the student leaders.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>21. Trinity College in partnership with TCAC should ensure that during each O Week:</p>	<ul style="list-style-type: none"> • We accept this recommendation

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	<ul style="list-style-type: none"> i. there are an equal number of non-alcoholic and alcohol events; ii. a broad range of non-alcoholic drinks are provided; iii. less intense and high-energy activities are offered; and iv. strong and continuous messaging is provided that assures students that it is psychologically safe for them to opt out of activities or events. 	
	<p>22. Trinity College should continue to gather anonymous student feedback of O week for continual improvement and to explore how the college and TCAC might best ensure every students' sense of safety and inclusion.</p>	<ul style="list-style-type: none"> • We accept this recommendation
Pastoral Care	<p>23. Trinity College should introduce a student feedback mechanism to fully understand the effectiveness of the Student Coordinator (SC) and Residential Advisor (RA) model of student support, including RAs and SCs level of engagement with students. This mechanism should give students an opportunity to identify the effectiveness and positive aspects of the RA and SC model as well as those areas that require strengthening. The opportunity for student feedback could reasonably be incorporated into the option identified in Recommendation 29.</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>24. Trinity College should ensure that Residential Advisors and Student Coordinators are offered opportunities to debrief each</p>	<ul style="list-style-type: none"> • We accept this recommendation

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	<p>month with a counsellor to minimise the risk of vicarious trauma from hearing distressing stories from students.</p>	
Reporting Harmful Behaviours	<p>25. Trinity College should develop a targeted campaign, delivered twice a year, to encourage students to report harmful behaviours and to access support should they experience such behaviours. The campaign should provide students with clear messaging around the reporting process, the reporting options, privacy and confidentiality, and likely outcomes of a report. It should also provide de-identified examples of previous actions that have been taken (where appropriate).</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>26. Trinity College should develop a checklist(s) for processes to be followed by staff members on receipt of a complaint or disclosure of harmful behaviour to ensure consistency of approach and compliance with Residential Code of Conduct and Sexual Misconduct Procedure .</p>	<ul style="list-style-type: none"> • We accept this recommendation
	<p>27. Trinity College should ensure that a student (as a complainant, bystander or Student Coordinator) or staff member who has brought a concern forward regarding harmful behaviour is provided with an appropriate response, including assurances that the matter is being addressed and the impacted person is receiving support.</p>	<ul style="list-style-type: none"> • We accept this recommendation

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Ongoing Monitoring	28. Trinity College should introduce a formal exit survey for students leaving Trinity to collect key insights into College life and identify systemic issues with a view to promoting continual improvement.	<ul style="list-style-type: none"> • We accept this recommendation
	29. Trinity College should re-administer the survey in 2025 and annually thereafter to enable further trend data analysis. The administration of the survey should be supported by student focus groups every two years to enable the College to gain insight into the lived experiences of students.	<ul style="list-style-type: none"> • We accept this recommendation