Trinity College Bristol

Equality, Diversity & Inclusion Policy Statement

Our commitment to equality, diversity and inclusion is grounded in our foundational understanding that we are all wonderfully and fearfully created in God's image, and that all people are of equal importance in God's sight. We are committed to treating all people fairly and consistently according to their diverse needs, valuing the difference people bring, and building a positive and supportive culture where everyone feels empowered and respected.

Every member of our community has a responsibility to help build an inclusive environment where opportunities are open to all, diversity is valued, and where everyone can reach their full potential without fear of harassment, prejudice or discrimination. We are all responsible for making others within the community feel welcome.

As a Christian community we seek to 'live like the Kingdom is near' and to uphold and live out as far as possible with the help of God the College Values and Code of Conduct to which the full-time community commits at the start of each academic year. In line with these commitments, we will not discriminate or treat anyone less favourably on the grounds of the characteristics protected under the Equality Act 2010 relating to age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.

We seek to promote and embed equality, diversity and inclusion in accordance with the duties set out in the Act that require us to have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

In addition, we will seek to remove or minimise disadvantages suffered by people due to their protected characteristics, take steps to meet the needs of people with protected characteristics where their needs are different, and encourage people with protected characteristics to participate in activities where their participation is disproportionately low.

We expect all of us as members of the college community – trustees, staff, casual workers, volunteers, and students, as well as contractors and family members who participate in the life of the college – to join in these policy commitments and to treat one another and our visitors with courtesy, respect and consideration. Unacceptable behaviour including bullying, harassment, victimisation or discrimination will not be tolerated and any allegations will be taken seriously and dealt with under our Disciplinary and Report and Support procedures.

Ultimate accountability for this policy and for demonstrating compliance with the Equality Act rests with the college's trustees.

Andrew Lucas, August 2024