

Policy on Equal Opportunities (Students)

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2. Introduction

- 2.1 The College is committed to creating a positive learning environment and community where its students feel valued and respected regardless of their personal characteristics and background. The College is proud of the diversity of its membership and believes that this makes a positive contribution to its success.
- 2.2 The College values differences and recognises that individuals have the right to be treated with dignity and equality regardless of gender (including gender reassignment), marital or civil partnership status, pregnancy, maternity or paternity, race (including ethnic or national origin or colour), age, disability, religion/belief, sexual orientation or socio-economic class.
- 2.3 Any act of discrimination by any student towards other members of the College, staff or visitors is unacceptable and inconsistent with our commitment to treating everyone with dignity and respect. Any such acts will not be tolerated and anyone found to have committed them will be subject to appropriate action under the College's disciplinary procedure.
- 2.4 This policy applies to all undergraduates, graduates and visiting students studying at Trinity College.

3. Equality of Opportunity

- 3.1 The College is committed to following non-discriminatory practices in its relationship with its students. To this end the College is committed to ensuring that:
- students will be treated with respect and dignity at all times;
 - admission to the College and progression within undergraduate and graduate studies will be determined by personal merit and performance;

- it promotes an inclusive and equality culture through its teaching and learning;
- students have equal access to relevant welfare and support services, information and opportunities within the College;
- it monitors the progress of all its students, where possible, collecting and collating equalities information and data as required by law or for improving its equality practices;
- it takes action wherever possible to support this policy and its aims.

4. Discrimination

4.1 It is unlawful to discriminate directly or indirectly because of age, disability, gender, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as 'protected characteristics'.

4.2 Discrimination can take many forms and includes:

4.2.1 *Direct discrimination*

Direct discrimination is where an individual is treated less favourably than another because of a protected characteristic.

4.2.2 *Indirect discrimination*

Indirect discrimination is treating individuals in the same way but where that way adversely affects those with a protected characteristic more than those without.

4.2.3 *Associative discrimination*

Associative discrimination is where an individual is discriminated against, harassed or victimised based on another individual's protected characteristic, regardless of the relationship between the two individuals.

4.2.4 *Perceived discrimination*

Perceived discrimination is where an individual is discriminated against, harassed or victimised based on a perception that he/she has a particular protected characteristic when the individual does not, in fact, have that protected characteristic.

4.2.5 *Victimisation*

Victimisation occurs where an individual is subjected to a detriment as a result of having made or supported a complaint or raised a grievance under the Equality Act 2010, or because the individual is suspected of having done so or planning to do so.

4.2.6 *Failure to make reasonable adjustments*

In relation to disability, where a physical feature of the College's premises or a provision, criterion or practice operated by the College puts an individual at a substantial disadvantage compared with someone who does not have that protected characteristic, the College will attempt to make reasonable adjustments which would enable the individual to overcome the disadvantage.

5. Reporting Discrimination

5.1 Concerns about any form of discrimination should be made to the Senior Tutor.

6. Student Responsibilities

6.1 Students are required to support the College in meeting its commitment to avoid unlawful discrimination and provide equal opportunities in teaching, learning and research.

6.2 Acts of unlawful discrimination or victimisation against other College's members, staff or visitors are not acceptable and will be dealt with under the College's disciplinary procedure.

7. Complaints under this policy

7.1 If a student believes they have been unlawfully discriminated against, they should use the procedure outlined in the Code of Practice for Student Complaints.

7.2 The College will take reported incidents seriously. No student will be disadvantaged by having raised a complaint, in good faith, even if the complaint is not upheld.

8. Monitoring and Review

8.1 This policy will be reviewed periodically by the College.

8.2 Any information provided by students for equal opportunities monitoring purposes will be used only for those purposes and will be dealt with in accordance with the Data Protection Act 1998 and any subsequent legislation.

Policy Information

Committee	Equal Opportunities Committee ¹
Last Reviewed	May 2017
Date of Next Review	As appropriate

This Policy should be read in conjunction with:

- Policy on Dignity and Respect
- Policy on Harassment and Sexual Misconduct
- Safeguarding Policy
- Code of Practice for Student Complaints
- University Undergraduate Admissions Policy
<http://www.undergraduate.study.cam.ac.uk/applying/decisions/admissions-policy>
- University Graduate Admissions Policy
<http://www.graduate.study.cam.ac.uk/graduate-admissions-policy>
- University Resources for Disabled Students
<http://www.disability.admin.cam.ac.uk/>

¹renamed the Equality and Diversity Committee in May 2019