

Hucknall and District U3A

Equality, Diversity and Inclusion Policy

Statement

Hucknall and District U3A (hereafter 'the u3a') is a learning co-operative and membership charity which enables members in their third age to share educational, creative and leisure activities. Members of the u3a draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). The u3a recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure that the u3a is as inclusive and welcoming as possible.

Aims of this policy

This policy has been drawn up to comply with the Equality Act 2010 which stipulates that organisations cannot treat someone unfairly on the basis of what it calls 'protected characteristics'.

The Equality Act highlights that organisations need to consider what '**reasonable adjustments**' can be made in order to accommodate those who may have particular needs. Group Leaders will review the reasonable adjustments on an ongoing basis, seeking guidance via the Group Coordinator who will refer the matter to the Committee. Where necessary the Committee will seek guidance and additional support from the u3aPlus sub-committee and/or National Office.

Practical approaches to inclusion

The u3a will make sure all new members are aware of our policies and procedures in relation to equality, diversity and inclusion and accessibility. The u3a will make reasonable adjustments and take practical steps to ensure a wide range of people can participate in our activities and meetings.

Code of Conduct

The u3a requires that members should abide by the u3a's policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.

Dealing with discrimination and harassment

Where the u3a Committee become aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.

If any member of the u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Committee. Any matters of concern will be reviewed by the Committee and a decision will be made, in line with the u3as constitution and formal procedures, as to what steps will be taken to address the issue.

Definitions

For definitions refer to the Equality, Diversity and Inclusion Act 2010 and any subsequent amendments thereof. Useful links below.

<https://assets.publishing.service.gov.uk/media/5a78f58340f0b62b22cbe26d/private-clubs.pdf>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

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