

AYLSHAM AND DISTRICT U3A  
Policy documents

### **VULNERABLE ADULTS**

Everybody has different levels of vulnerability and each of us may be regarded as vulnerable at some time. All members who may be vulnerable have a right to protection from all types of harm or abuse.

In all our activities we will:

- Value, listen and respect members who may be vulnerable.
- Ensure that all members feel welcomed, respected and safe from abuse.
- Recognise equality amongst people and relationships.

### **U3A MEMBERS AND COMPANIONS/CARERS**

U3A membership is open to everybody in their third age, namely those no longer in full time employment and with no parental responsibilities.

U3As are self-help, co-operative organisations run entirely by the members for the members and therefore it is important that individuals are able to take full responsibility for their own participation in U3A interest groups and events.

Should the situation arise when a member no longer feels confident that he/she can participate fully without needing help, they can be accompanied by a companion/carer, who will be covered by the liability insurance provided by The Third Age Trust whilst in attendance.

## **EQUAL OPPORTUNITIES**

All Universities of the Third Age (U3As) pursue an equal opportunities policy. Aylsham and District U3A will as far as possible it is within our power to do so, provide equality of treatment to any person in their third age regardless of:

- Educational background.
- Gender (including gender reassignment).
- Marital status (including civil partnership status).
- Sexual orientation.
- Race or racial group (including colour, nationality and ethnic or national origins).
- Religion or belief.
- Disability.
- Social status

## **RISK MANAGEMENT**

Risk management forms part of our internal control and governance arrangements.

Health & Safety

Financial

Data protection

Aylsham & District U3A has reviewed potential risks and has systems and procedures in place to mitigate these and minimise the potential impact should any of them materialise.