



EQUALITY, DIVERSITY, INCLUSION & ACCESSIBILITY POLICY

Battle & District u3a is a learning co-operative and membership charity which empowers its members to share educational, creative and leisure activities. Members draw upon their knowledge, skills, and experience to teach and learn from each other. Reasonable adjustments will be made to ensure that individuals can participate in activities and attend meetings, including those with carers to support their needs. However, Battle & District u3a is not a service provider and there will sometimes be requirements that it is not possible to accommodate due to the level of care that an individual may need.

Equality, Diversity, and Inclusion

We recognise that some people are more likely to experience discrimination and harassment and are committed to making sure that we are as inclusive and welcoming as possible.

This policy **complies** with the **Equality Act 2010** which stipulates that organisations cannot treat someone unfairly on the basis of 'protected characteristics'.

These are:

- ethnic origin, nationality (or statelessness) or race
- age
- disability
- religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- pregnancy
- gender reassignment
- political belief

Battle & District u3a will strive to ensure that members do not experience discrimination and will consult with all parties in any situation that arises. Any instance of discrimination or harassment should be reported to any member of the Committee which will investigate and seek guidance from the Third Age Trust where necessary.

Accessibility

We in Battle & District U3A are committed to meeting the needs of all our members. We actively strive to meet the needs of members with health related and mobility issues. Trustees, Committee members and Interest Group leaders consider what '**reasonable adjustments**' can be made to accommodate members' individual needs.

Our Membership Secretary, Interest Group Coordinator and Accessibility Officer liaise with Group Leaders on an ongoing basis to ensure they are aware of adjustments that can be made to facilitate access for particular members. There is a reporting mechanism to the Committee and a review procedure. We strive to ensure that:

- Group Leaders running groups that require a certain level of fitness and/or mobility will be asked to provide this information to members in advance so that members can decide as to whether the group is suitable for them.

- Members can bring carers with them to U3A activities, as needed, with no additional cost for the carer. The carer will fall under U3A liability insurance unless they are a professional carer, in which case the individual will be covered by their employer's insurance cover.
- We have a duty of care to all members, and this may mean that difficult decisions have to be taken in assessing an individual's ability to participate either in the U3A as a whole or within individual activities. These decisions will always be taken through discussion between the Committee, the individual member and his or her carer. This is likely to include a risk assessment of the member's ability to participate.
- We will seek additional advice and support from U3APlus, the Regional Trustee, National Office, the national website, and external specialist organisations as required.

Monthly Meetings

Consideration is given to the time of day of monthly meetings, their location and venue accessibility. This includes:

- Access for wheelchair users and those with limited mobility
- A PA system with hearing loop
- Front row of seats reserved for members who have impaired hearing or vision or require additional space.
- Parking and disabled parking
- Disabled toilet facilities

Publicity

We use a variety of methods and platforms to communicate externally and raise the profile of the u3a. We make communications available to those who don't have access to the internet. Our images reflect our U3A community. We organise 'getting to know each other' meetings for new members and participate in community events to publicise our U3A.

Membership

We review membership on a yearly basis and seek feedback from our members including those that choose not to renew their membership. We actively encourage members to take on roles such as leading groups.

Diane Wilson

Chair

This policy was adopted on:

Review date: