



Brightlingsea

Brightlingsea u3a Equality, Diversity and Inclusion

Policy

Brightlingsea u3a is committed to providing a supportive and inclusive culture in our organisation with our members. We aim to create an environment that fosters dignity and provides equality and fairness in all aspects of our work.

We strive to ensure that we treat every person fairly and with respect. We aim to ensure that our organisation is representative of all sections of society and does not provide less favourable facilities or treatment on the grounds of the following protected characteristics: -

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, including colour, nationality, ethnic or national origin
- religion or belief;
- sex;
- sexual orientation

Brightlingsea u3a will not tolerate any form of intimidation, bullying, or harassment, which will be dealt with under our Code of Conduct. Tolerance and understanding is expected for all.

We will regularly review all our practices and procedures so that fairness is maintained at all times. Our policy will be monitored and reviewed regularly to ensure that equality and diversity is continually promoted in the organisation.