

Cambourne and District U3A

Speaker fees and Expenses

U3A (The University of the Third Age) is a UK-wide movement which brings together people in their 'third age' to develop their interests and continue their learning in a friendly and informal environment. As with all other U3As affiliated to the U3A Trust, C&D U3A is an educational charity. The U3A movement is non-religious and non-political and has three main principles:

The Third Age Principle	<ul style="list-style-type: none"> • Membership of a U3A is open to all in their third age, which is defined not by a particular age but by a period in life in which full time employment has ceased. • Members promote the values of lifelong learning and the positive attributes of belonging to a U3A. • Members should do all they can to ensure that people wanting to join a U3A can do so.
The Self-help Learning Principle	<ul style="list-style-type: none"> • Members form interest groups covering as wide a range of topics and activities as they desire; by the members, for the members. • No qualifications are sought or offered. Learning is for its own sake, with enjoyment being the prime motive, not qualifications or awards. • There is no distinction between the learners and the teachers; they are all U3A members.
The Mutual Aid Principle	<ul style="list-style-type: none"> • Each U3A is a mutual aid organisation, operationally independent but a member of The Third Age Trust, which requires adherence to the guiding principles of the U3A movement. • No payments are made to members for services rendered to any U3A. • Each U3A is self-funded with membership subscriptions and costs kept as low as possible. • Outside financial assistance should only be sought if it does not imperil the integrity of the U3A movement.

In order to follow the principles of the U3A movement, C&D U3A has adopted the following policies for speaker fees and expenses:

C&D U3A are able to pay speaker's fees and/or reasonable expenses up to a certain amount in total, provided these are agreed (in writing or by email) in advance of the engagement.

However:

1. If the speaker is a member of our U3A, or any other U3A affiliated to the U3A Trust, we do not pay speaker fees.
2. Payment will be made by bank transfer after the event, and it is the responsibility of the speaker to supply us with the bank details (UK bank sort code, account name and number, and whether it is a private or business account). We are not able to pay by cash or cheque.
3. As we are an educational charity, we are not allowed to make donations to another charity; if a speaker chooses to donate their fee to their preferred charity, that is their choice to make (and the charity may benefit from Gift Aid). When the talks are 'in person' rather than online, speakers may opt to take a collection for their charity rather than ask for a speaker fee.