

Castle Bromwich U3A Equality, Diversity and Inclusion Policy

1.Introduction

Castle Bromwich U3A is a learning co-operative and members led group, which enables members in their 'third age' to share educational, creative and leisure activities. Members of each U3A draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning).

2. Statement

Castle Bromwich U3A is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation".

3.Aims of the Policy

This policy has been drawn up to comply with The Equality Act 2010. The Act stipulates those organisations cannot treat someone unfairly or on the basis of what it calls 'protected characteristics. It is against the law to discriminate against someone because of: -

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

4.Practical Approaches to Inclusion

Castle Bromwich U3A will make adjustments that are reasonable and practicable to ensure a wide range of people can participate in our activities and meetings.

5.Code of Conduct

Castle Bromwich U3A has a member code of conduct. The code of conduct outlines 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.

6.Dealing with discrimination and Harassment

If any member of Castle Bromwich 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 U3A's constitution and formal procedures, as to what steps will be taken to address the issue.

CBU3A This policy was adopted on the 18 May 2022

Definitions

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, or when or whom they were born, or because of other characteristics. Promoting equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and so not experience discrimination.

Promoting Diversity is about recognising that everyone is different and creating an environment that values members and ensuring that the U3Amovement is as accessible as possible to different groups within the community.

Inclusion is about positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.

Direct Discrimination is when a person is treated less favourably because of their 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 beliefs.

Indirect Discrimination occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group.

Harassment is unwanted conduct related to protected characteristics that has the purpose or effect of violating a member's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment is also unwanted conduct of a sexual nature which has the same purpose or effect.

Victimisation occurs when a member is treated less favourably than others in the same circumstances because he or she has made a complaint or an allegation of discrimination, harassment or bullying or given information regarding such a complaint or allegation.