

Equality and Diversity Policy Including Code of Conduct

Statement

Chepstow u3a (hereafter 'the u3a') is committed to providing life-enhancing and life-changing opportunities where people who are no longer in full time employment come together and learn together, not for qualifications but for its own reward, the sheer joy of discovery. Members share their qualifications and life experiences; the learners teach and the teachers learn, and there is no distinction between them. The u3a welcomes all, but recognises that some people are particularly likely to experience discrimination and harassment and are committed to making sure the group is as inclusive and welcoming as possible.

The 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. We aim to design our activities, services and decision making processes specifically to encourage and support participation by everyone, including by people who face disadvantage in society.

Aims of the Policy

The u3a will strive to ensure that that no member should suffer disadvantage, or receive less favorable treatment, on the basis of:

- Age
- Class or socio-economic status
- Disability
- Ethnic origin, nationality (or statelessness) or race
- Religion or belief (including the absence of belief)
- Marital or civil partnership status
- Sexual orientation
- Gender reassignment
- Political belief
- Pregnancy

Practical approaches to inclusion

The u3a is open to all people who are no longer in full time employment.

The u3a will make sure all new members are aware of our Equalities Policy and Code of Conduct. The u3a will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This may include:

- Consideration of the time of day of meetings
- Consideration of venues for meetings, including access to a PA system, hearing loop and access for wheelchairs
- Facilitating access to publicity, including making it easy to read (plain English) and available to people who do not have access to the internet
- Using a range of images which reflect the local community
- Making sure a range of people get their voices heard e.g. encouraging more women/those with disabilities to take on roles such as chairing meetings.

Equality and Diversity Policy

Code of Conduct

The u3a has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behavior are not acceptable. These constitute harassment and have no place in the u3a.

The u3a has a Complaints Procedure (see below) and if any member of the u3a feels they have been discriminated against by Chepstow u3a or harassed at a Chepstow u3a event, they should raise this with the Committee. The Committee will investigate the complaint, listening to all members involved. If the complaint is against any committee member, that member will not take part in conducting the investigation.

If the complaint is against a particular individual, that person will have the opportunity to express their point of view and can be accompanied by a friend at that meeting. The person making the complaint will also have this opportunity.

If the complaint is against the u3a as a whole, the committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from the u3a due to discriminatory or harassing behavior will be made with reference to Chepstow u3a's Constitution and its grievance/disciplinary procedures. The Trust will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

Policy Review

This policy was adopted at the Committee Meeting on 2nd July 2019 and will be reviewed at least every three years from that date.

WEB SITE AND CONTACT DETAILS FOR CHEPSTOW u3a

Web Site:	https://u3asites.org.uk/chepstow/home
To view our Complaints and Grievances Policy	Go into our Web Site (see above) Click on INFORMATION Then click on Continuous Improvement Then click on Complaints and Grievances
All other Enquiries:	Email: Secretary@Chepstowu3a.org.uk