

# Coventry Sherbourne U3A Equality and Diversity Policy

## Statement

Coventry Sherbourne U3A is committed to providing, life-enhancing and life-changing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for its own reward: the sheer joy of discovery! Members share their skills and life experiences: the learners teach and the teachers learn, and there is no distinction between them. Coventry Sherbourne U3A recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

*“Coventry Sherbourne 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 from people who face disadvantage in society”.*

## Aims of Policy

Coventry Sherbourne U3A considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:

- ethnic origin, nationality (or statelessness) or race
- disability
- religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- gender reassignment
- class or socio-economic status
- Political belief.

## Practical Approaches to Inclusion

Coventry Sherbourne U3A is open to all of those groups listed above.

Coventry Sherbourne U3A will make sure all new members are aware of our Equalities policy and Coventry Sherbourne U3A Code of Conduct. Coventry Sherbourne 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:
  - Accessible to wheelchair users
  - Access to PA system
- Publicity
  - Making it easy to read
  - Available to people who don't have access to the internet
  - Range of images used that reflect the local community
- Tasks and Roles
  - To make sure a more diverse range of people get their voices heard For example encouraging more members to take on roles within our U3A.

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## **Code of Conduct**

Coventry Sherbourne U3A has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Coventry Sherbourne U3A.

If any member of Coventry Sherbourne U3A feels they have been discriminated against by the Coventry Sherbourne U3A or harassed at a Coventry Sherbourne 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 a committee member, that member will not be part of conducting the investigation).

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

If the complaint is against Coventry Sherbourne 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 organisation due to discriminatory or harassing behaviour will be made with reference to Coventry Sherbourne U3A's constitution/ rules. The Association 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.

## **Reviewing our policy**

This policy will be reviewed every 2 years.”

Date: 23rd November 2020.

Review Date: 23<sup>rd</sup> November 2022.

