



Dulwich and District u3a Policy on Diversity, Inclusion and Equality

1 Introduction

Dulwich and District u3a is committed to promoting diversity, inclusion and equality and this policy has therefore been drawn up in compliance with the terms of the Equality Act 2010 to ensure as much accessibility and inclusivity as possible.

2 Aims of this policy

The Equality Act 2010 stipulates that organisations cannot treat someone unfairly on the basis of what it calls protected characteristics which include

- age
- disability
- gender re-assignment
- marriage and civil partnership
- race
- religion or belief
- sex
- sexual orientation.

Dulwich and District u3a will strive to ensure that members do not experience discrimination on the basis of their protected characteristics; this includes equal access to groups and non-discriminatory behaviour. The Equality Act highlights that organisations need to consider what reasonable adjustments can be made in order to accommodate those who may have particular needs. Dulwich and District u3a trustees will review the reasonable adjustments needed for all members and individual members with particular needs on an ongoing basis. When necessary the trustees will seek guidance and additional support from the u3a national office.

3 Practical approaches to inclusion

Dulwich and District u3a will make sure all new members are made aware of our policies and procedures in relation to equality, diversity, inclusion and accessibility as well as the member code of conduct. Dulwich and District u3a will make reasonable adjustments and take practical steps to ensure everyone can participate in our activities and meetings. These may include:

- Consideration given to the time of day of meetings and their location
- Consideration of a wider variety of venues for meetings including
 - Accessibility to wheelchair users and those with other mobility impairments
 - Access to PA system and a hearing loop
 - Parking and Blue Badge parking availability
 - Accessible toilet facilities availability
- Publicity:
 - Using a variety of methods and platforms to communicate externally and raise the profile of the u3a.
 - Make communications available to those who don't have access to the Internet and offer support on accessing the internet to those who need it.
 - Use a range of images that reflect the local community.

- Recruiting new members:
 - Offering outreach sessions and contacting agencies working with a variety of community groups.
 - Encouraging members who are representative of the groups who are under-represented within the u3a, e.g. men, younger members or BAME members to assist with the recruitment process.
 - Broadening the range and scope of activities of interest groups to appeal to members from all cultural backgrounds.
- Monitoring:
 - Dulwich and District u3a trustees will review the diversity of the membership on an ongoing basis in order that the u3a remains attractive and accessible to all. To do this we will analyse anonymised membership data on protected characteristics. This will be collected through an initial survey of existing members, and subsequent follow-ups.
- Tasks and roles
 - Endeavour to enable a wider range of people are heard by encouraging more members to take on roles such as convening groups.
 - Dulwich and District u3a will appoint an Accessibility Officer whose role will be to draw up an accessibility plan. This plan will try to ensure that new and existing members can access those members meetings and groups that they would like to join. To this end the plan will consider what reasonable adjustments may be needed.
 - The group co-ordinators will ensure that new group convenors are made aware of issues in relation to accessibility and what steps they may need to take in meeting access requirements. Each group will be reviewed on an individual basis as certain groups may require a certain level of fitness or mobility and members need to be aware of this in advance.
 - Dulwich and District u3a will offer induction and awareness around equality, diversity and inclusion to trustees and group convenors.

4 Code of conduct

Dulwich and District u3a has a member code of conduct. The code of conduct outlines that members should abide by the u3a policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that could be deemed discriminatory or offensive.

5 Dealing with discrimination and harassment

Where Dulwich and District u3a trustees receive a written or verbal report or complaint of any discriminatory practice or harassment, the trustees will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.

If any member of the Dulwich and District u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the trustees. Any matters of concern will be reviewed by the trustees 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.

6 Definitions

Diversity recognises the differences between people and places a positive value on these differences. Promoting Diversity creates an environment that values members and ensures that the u3a movement is as accessible as possible to different groups within the community.

Inclusion means ensuring that everyone has full access to learning and social opportunities and that they feel welcome.

Equality is about ensuring everybody has an equal opportunity to achieve and succeed and that no-one is treated differently or discriminated against because of their characteristics.

Harassment is unwanted conduct related to protected characteristics that has the purpose of 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 that same purpose or effect.

Direct Discrimination is when a person is treated less favourably because of their ethnic origin, nationality or race, age or disability, religion or belief (including the absence of belief), marital or civil partnership status, sexual orientation, gender reassignment, political belief.

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.

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