

Elgin and District u3a PARTICIPATION POLICY

1. Vulnerable Adults

Everybody has different levels of vulnerability and each of us may be regarded as vulnerable at some time. Members should expect protection from harm or abuse. We aim to:

- Ensure members are aware of their responsibilities to protect vulnerable adults.
- Value, listen and respect members who may be vulnerable.
- Ensure that all members feel welcomed, respected and safe.
- Do all we can to help members who may be vulnerable to benefit from their membership - if necessary, with the assistance of a companion or carer.

2. Equal Opportunities

We pursue an equal opportunities policy and as far as it is within our power to do so, provide equality of treatment to any person in their “third age”. We aim to achieve a membership which reflects the composition of the community and are committed to fair treatment and the absence of discrimination in all activities.

3. u3a Members and Companions/Carers

u3a membership is open to everybody in their “third age”. u3as are self-help, co-operative organisations and therefore it is important that individuals are able to take full responsibility for their own participation in u3a activities. For insurance cover reasons it is not acceptable for u3a members to take responsibility for another member’s care on an ad hoc basis. If a member does not feel confident to participate without needing help, it is acceptable for that person to provide their own companion or carer who would be covered by the liability insurance provided by The Third Age Trust whilst in attendance.

4. Risk Management

We regularly review risk management as part of our planning for activities, particularly in relation to any vulnerable members. We review potential risks and have systems in place to mitigate them.

Approved by Elgin and District u3a Committee.

Signed:

Date: 2023