

Epsom & Ewell U3A Equality, Diversity and Inclusion Policy

E-E Document No.	6
Adopted by ExCo	September 2020
Revision	1
Policy Review date:	September 2021

1. Objective

Provide an environment where all people who come into contact with Epsom and Ewell U3A feel that they will be, are being, treated equally and with respect with the aim to make us as inclusive and welcoming as possible.

2. Resultant Actions

A Ensure that members are aware of this policy by:-

- making new members aware of this policy when they sign the membership application form;
- advising this policy at the new member coffee mornings;
- reminding members of the policy periodically in monthly newsletters monthly meetings, annual general meetings etc.;
- advising membership of any incidents occurring with resultant impact when it has been confirmed after due process;
- putting this policy on the Epsom and Ewell U3A website

B Ensure this policy is reviewed regularly by the Group Coordinator, in September each year at the Committee meeting, summarising mechanisms put in place during the year to stop untoward incidents happening again and the resultant changes made to this policy as well as any other changes considered to be necessary after the review.

3. Practical Approaches to Inclusion

Whilst respecting that all members have equal rights (eg in deciding activities to be undertaken, dates, times they should take place, methods of getting there etc) we will be as inclusive as possible in determining items such as:

- time and date of activities
- place of activities with respect to accessibility, PA system, hearing loop
- publicity, making it easy to read and potential non accessibility to Internet