



## HILLINGDON U3A INCLUSION POLICY

Hillingdon u3a (Hu3a) is a self-help learning and membership charity which enables members in their third age to share educational, creative and leisure activities. At local level members of each u3a are volunteers who draw upon their knowledge and experience to teach and learn from each other (peer to peer learning). The Committee of Hu3a is committed to ensuring that we are as inclusive and welcoming as possible.

This policy has been written to comply with the Equality Act 2010. The Act states that organisations cannot treat someone unfairly on the basis of what it calls 'protected characteristics' which are:-

Ethnic origin, nationality (or statelessness) or race  
Age  
Disability  
Religion or belief (including the absence of belief  
Marital or civil partnership status  
Sex and/or sexual orientation  
Pregnancy  
Gender reassignment  
Political belief

Hu3a will endeavour to ensure that members do not experience discrimination based on their protected characteristics. This will include ensuring equal access to groups and non-discriminatory behaviour between members and by committee members and group leaders.

The Equality Act highlights the need for organisations to consider what '**reasonable adjustments**' can be made to accommodate those who may have particular needs. The Committee will review the reasonable adjustments needed for all members including those with particular needs on an ongoing basis, seeking additional guidance where necessary.

Hu3a will make **reasonable adjustments** and take practical steps to ensure a wide range of people can participate in its activities and meetings. This may include;

Consideration given to the time of day and location of meetings.

Consideration of venues for meetings including:-

- Accessibility for wheelchair users
- Access to Public Address systems and hearing loops
- Availability of parking and disabled parking
- Availability of disabled toilet facilities

### **Dementia, Mental Health, and Disabilities**

Hu3a will make every effort to make reasonable adjustments for those with particular needs in the choice of venues and the facilities available at these venues however we expect members to have the physical and mental capacity to get themselves to and from the group activities safely (with the help of a carer if needed). They should be able to take part without becoming so disoriented or confused that they could be a health and safety risk to themselves and others or be detrimental to the enjoyment of others taking part in the group. Carers should stay with the member and take full responsibility for their welfare during the duration of the group session. Carers will not be subject to a membership fee. Group leaders together with potential new group members and their carers will need to consider, where relevant, if their group requires a certain level of cognisance, fitness or mobility and advise potential members accordingly.

Group leaders will receive training on ways to make members with particular needs feel welcome.

If any Hu3a member feels they have experienced or witnessed discriminatory behaviour this should be reported to the Committee who will address any matters of concern.

This Policy will be reviewed regularly.

June 2023

Review date: June 2025 or earlier if legislation changes