

Statement

The University of the Third Age Isle of Man (U3A IOM) will uphold the principles of the Isle of Man Equality Bill 2016 (and any subsequent related legislation) in respect of the engagement and treatment of members, and in the provision of services to members and external parties.

U3As strive to achieve a membership which reflects the composition of the community they serve and are committed to the furtherance of fair treatment and the absence of discrimination in all their activities and in all contact and communication with external parties.

Scope

The U3A IOM will aim to provide equality of treatment to any member regardless of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

All members of U3A IOM will be expected to comply with all aspects of this policy in the way they engage with other members and external parties.

Companion/Carers

U3A membership is open to everybody in their third age, namely those no longer in full time employment and with no parental responsibilities. U3As are self-help, co-operative organisations run entirely by the members for the members and therefore it is important that individuals are able to take full responsibility for their own participation in U3A interest groups and events.

Should the situation arise when a member no longer feels confident that he/she can participate fully without needing help, it will be necessary for that person to be accompanied by a companion/carer who will be covered by the liability insurance provided by The Third Age Trust whilst in attendance.

Even if we have U3A members who are willing to help we cannot allow them to take responsibility for another member's care as this could be deemed to be outside our insurance cover if any injury or damage resulted.

Vulnerable Adults

Everybody has different levels of vulnerability and each of us may be regarded as vulnerable at some time. All members who may be vulnerable have a right to protection from all types of harm or abuse.

In all our activities we will:

- Value, listen and respect members who may be vulnerable.
- Ensure that all members feel welcomed, respected and safe from abuse.
- Recognise equality amongst people and relationships.
- Do all we can to help members who may be vulnerable, to be and remain active contributors within U3A and if they are or become unable to participate independently, encourage them to bring a companion/carer with them in order that they can continue to enjoy the benefits of U3A membership.
- Ensure all members are aware of their responsibilities to protect vulnerable adults.

Document history

Version	Author	Comment	Date
1	Ian Yates Sue Madigan	Policy approved by the Committee of U3A IOM Minute No 87/19	7.8.19