

## **KENILWORTH U3A**

### **Equality and Diversity Policy – July 2019**

#### **Statement**

Kenilworth U3A is committed to providing life-enhancing and life-changing opportunities for retired and semi-retired people who come together and learn together, not for qualifications but for its own reward: the sheer joy of discovery! Members share their skills and life experiences: the learners teach and the teachers learn and there is no distinction between them.

Kenilworth U3A recognises that some people are particularly likely to experience discrimination and harassment and is committed to making sure our group is as inclusive and welcoming as possible.

Kenilworth U3A is committed to treating all people with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex, or sexual orientation.

Kenilworth U3A aims to design our activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society.

#### **Aims of Policy**

Kenilworth U3A considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:-

- ethnic origin, nationality (or statelessness) or race
- disability, religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- gender reassignment
- class or socio-economic status
- political belief

#### **Practical Approaches to inclusion**

Kenilworth U3A will make sure all new members are aware of our Equalities Policy and the Kenilworth U3A Code of Conduct.

Kenilworth U3A will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This may include:

- Consideration of the time of day of meetings
- Consideration of venues for meetings including:

- Accessible to wheelchair users
- Access to PA system and a hearing loop.
- Publicity
  - Making it easy to read
  - Available to people who don't have access to the internet.
  - Ranges of images used that reflect the local community
- Tasks and Roles
  - To make sure a range of people get their voices heard: e.g. by holding meetings with group leaders and new members.

### **Kenilworth U3A Code of Conduct**

Everyone will be treated with dignity and respect at Kenilworth U3A. Bullying or harassment via sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable .

If any member of Kenilworth U3A feels that they have been discriminated against by any member of the Kenilworth U3A, or harassed at any Kenilworth U3A event, they should raise this with the committee. The committee will investigate the complaint, listening to all members involved.

### **See Complaints Policy & Process**

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against Kenilworth U3A as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the members as to how it is proposed to do this.

Any decision to exclude a person from the U3A due to discriminatory or harassing behaviour will be made with reference to Kenilworth U3A's Constitution and Complaints procedures.

The Trust will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

This policy will be made available on Kenilworth U3A website and also in paper format on request. Members will be made aware of this and other U3A policies on taking up membership & at the time of renewal.

**This policy was adopted at a meeting of Kenilworth U3A Executive Committee on 1<sup>st</sup> July 2019, and it will be reviewed annually.**