

Equality, Diversity and Inclusion Policy

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1. Statement

Moseley, Kings Heath & District u3a (MKHDu3a) is a learning co-operative and membership charity which enables members in their third age to share educational, creative and leisure activities. Members of each u3a draw upon their knowledge, skills, and experience to teach and learn from each other (peer to peer learning). MKHDu3a is controlled and managed through an Executive Committee composed of trustees and non-trustee members. This committee oversees the activities of its members through Group coordinators and Group Leaders who convene and run groups to pursue the aims of the MKHDu3a.

MKHDu3a recognises that everyone is susceptible to discrimination and harassment. As such, MKHDu3a will not accept (and as far as reasonably possible will seek to prevent) any discrimination or harassment of its members (or third parties) whilst they are engaged in MKHDu3a activities or business. MKHDu3a is committed to making sure that our u3a is as inclusive and welcoming as possible.

This policy only relates to members (and third parties) whilst they are engaged in MKHDu3a activities or business.

2. Aims of this policy

This policy has been drawn up taking account of the Equality Act 2010 (“Equality Act”). This Act stipulates that organisations cannot treat someone unfairly on the basis of ‘protected characteristics’, namely:

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

The Equality Act also stipulates that organisations need to consider what 'reasonable adjustments' can be made in order to accommodate those who may have particular needs.

Accordingly, MKHDu3a will consider what reasonable adjustments it can make to avoid discrimination against its members and will keep these adjustments under review.

The Executive Committee will seek guidance and additional support from the u3aPlus sub-committee and/or National Office in discharging its responsibilities under the Equality Act.

3. Implementation of Policy

Implementation of this policy will be overseen and managed by the Safeguarding Coordinator, who will be a member of the MKHDu3a Executive Committee. All aspects of this policy will always be fully consistent and compliant with MKHDu3a's Safeguarding Policy.

MKHDu3a will endeavour to:

- Make all of its members aware of our policies and procedures in relation to equality, diversity and inclusion and accessibility as well as the Members Code of Conduct.
- Treat each other (and third parties) with dignity and respect and without discrimination.
- Appoint an Accessibility Coordinator, whose role will be to ensure that both new and existing members can access the activities they wish to and advise the Executive Committee/Group Leaders on the reasonable adjustments needed to achieve this.
- Encourage its members to take part in the management of their u3a, to ensure that the widest range of views/opinions are heard and considered.
- Put diversity and equality at the centre of its decision making to ensure that it does not treat someone unfairly on the basis of 'protected characteristics'.
- Monitor the adoption of this policy to ensure that MKHDu3a are making reasonable adjustments to accommodate the needs of individuals who have particular needs.

4. Reasonable Adjustments

In addition, MKHDu3a will make reasonable adjustments to ensure a diverse range of people can participate in our activities and meetings. These adjustments may include:

- 1 Ensuring that our meeting locations and timings accommodate, where reasonably possible, the needs of individuals attending those meetings.
- 2 Ensuring that third party venues are accessible to the members using them, for example do these venues have:
 - adequate arrangements for wheelchair users;
 - a PA and a hearing loop systems;
 - suitable parking and disabled parking available; and,
 - accessible toilet facilities available.

In many instances our activities take place in private residences. It would be unreasonable to expect or require the standards that we would normally require at third party venues to be replicated in private residences. However, we expect our Group Leaders to consider the needs of group members (and any new members seeking to join) and, through mutual discussion agree whether the private residence is suitable as a meeting place or whether an alternative third party venue would better satisfy members' needs.

- 3 Ensuring that our publicity ranges the widest audience by:
 - using a variety of methods and platforms to communicate.
 - making communications available to those who don't have access to the internet.
- 4 Ensuring that our u3a is open to all by:
 - encouraging members who are representative of the groups who are underrepresented within the u3a, e.g. men or younger members, to assist with the recruitment of new members.
 - welcome and seek to encourage new members with protected characteristics that are currently underrepresented within MKHDu3a, to allow them to take part in our activities.

5. Code of Conduct

MKHDu3a has a members code of conduct. The code of conduct outlines that members should abide by the u3a's policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.

6. Dealing with discrimination and harassment

The Moseley Kings Heath & District u3a committee is committed to ensuring this policy is enforced. Members should report any instances where the policy is not being followed to the Safeguarding Coordinator who will advise on any remedial action to be taken in consultation with TAT where appropriate and by referring the issue to the relevant statutory authority, where necessary, in accordance with our Safeguarding Policy.

7. Definitions

***Equality** is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, when or to whom they were born, or because of other characteristics. Promoting equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and do not experience discrimination.*

***Promoting diversity** is about recognising that everyone is different and creating an environment that values members and ensuring that the u3a Movement is as accessible as possible to different groups within the community.*

***Inclusion** is about positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.*

***Direct Discrimination** is when a person is treated less favourably because of their ethnic origin, nationality (or statelessness) or race, age, disability, religion or belief (including the absence of belief), marital or civil partnership status, sexual orientation, pregnancy, gender reassignment, political belief*

***Indirect Discrimination** occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group.*

Harassment is unwanted conduct related to ‘protected characteristics’ that has the purpose or effect of violating a member’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment is also unwanted conduct of a sexual nature which has that same purpose or effect.

Victimisation occurs when a member is treated less favourably than others in the same circumstances because he or she has made a complaint or an allegation of discrimination, harassment or bullying or given information regarding such a complaint or allegation.

8. Adoption and review dates

This policy was first adopted by the Executive Committee of Moseley, Kings Heath & District u3a on: 26th of April 2022 and updated in February 2024. It will be reviewed in February 2027 and thereafter in February every three years.