

NORTHWICH U3A

Equality and Diversity policy

Statement

Northwich U3A is committed to providing life-enhancing and life-changing opportunities where retired and semi-retired people 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. Northwich U3A recognises that some people are particularly likely to experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

Aims of Policy

Northwich 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
- pregnancy
- gender reassignment
- class or socio-economic status
- political belief.

Practical Approaches to Inclusion

Northwich U3A will make sure all new members are aware of our Equalities policy and Code of Conduct and 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:
 - Accessibility for wheelchair users
 - Access to PA system and a hearing loop
- Publicity
 - Making documents easy to read
 - Making documents available to people who don't have access to the internet

Range of images used that reflect the local community

- **Tasks and Roles**

To make sure a range of people get their voices heard. For example encouraging more women to take on roles such as chairing meetings

Code of Conduct

Northwich U3A has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Northwich U3A.

If any member of Northwich U3A feels they have been discriminated against by Northwich U3A or harassed at a Northwich U3A event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, that 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 Northwich U3A as a whole, the committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from Northwich U3A due to discriminatory or harassing behaviour will be made with reference to Northwich U3A's constitution/ rules. Northwich U3A 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 was adopted at a meeting of Northwich U3A on [17 - June 18], and will be reviewed at least every 2 years.