



VULNERABLE ADULTS POLICY

All adults who may be vulnerable have a right to protection.

Ravenshead U3A will value, listen to and respect all adults who may be vulnerable and ensure that everybody feels welcomed, accepted and safe.

In addition we will encourage vulnerable adults to be as active as possible and contribute as much as they can to any U3A to which they belong.

Ravenshead U3A, in common with all U3As, is a self-help learning organisation for people in their third age who are no longer in full time employment. Vulnerable adults who require special assistance for their needs and wish to attend any U3A meetings and/or Interest Groups must be accompanied by an adult carer of their choice who is capable of assisting them with their needs, thereby ensuring their safety, comfort and well-being.

A carer accompanying a vulnerable adult to meetings does not have to be a U3A member and will not be charged for attending U3A meetings.

This policy document should be read in conjunction with Advice sheet 1: Accessibility for Disabled members attached.

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Members who cannot manage to participate in their chosen U3A activities without help, should be given the opportunity to bring a companion/carer with them, who for the time that they are in attendance, will be covered by the liability insurance provided by The Third Age Trust. The only exception to this is a 'professional' carer who would have to be covered by an individual liability policy.

However, this is not meant to suggest that U3As should not do all they can to be as accessible as possible both to their existing members and to third agers in their local communities who may wish to join. U3As must take all reasonable steps to ensure that people with disabilities can attend the interest groups of their choice, without necessarily needing a companion/carer with them and it is important to reassure them that you will do all you can to support them and make their attendance as easy and stress-free as possible.

VENUES - GENERAL MEETINGS

As far as possible ensure your venue fulfils the following criteria :-

- Served by public transport
- Adequate car parking facilities onsite or at least close at hand including disabled parking bays
- Ramp for building access
- Ground floor accommodation or upper floor with lift
- Accessible and usable disabled toilet facilities
- Good disabled access for all types of impairments
- A loop within the sound system
- Spacious enough to cope with wheelchairs/mobility scooters
- Good lighting
- Access to heating/air conditioning controls

In addition consider the following :-

- Making a map and directions available for new members
- Having a designated person at general meetings who is easily identifiable, to ensure disabled members are provided with appropriate seating e.g. at the front for those who are partially sighted and at the end of a row for those with mobility problems etc.
- Timing and length – e.g not too early and not too late; not too long, without a break

VENUES – INTEREST/ACTIVITY GROUPS

Try to have a balance between groups in members' homes which tend not to be accessible and outside accommodation which ideally will be accessible to all. If you have a disabled member who wants to attend a group that is inaccessible for any reason please talk to one another. Investigate whether any members who are struggling to attend a class in private accommodation, could either host a group themselves or arrange for it to be hosted at their place of residence. Most issues can be resolved with negotiation.

COMMUNICATION

Ensure that a member of the committee is responsible for maintaining contact with all disabled members to discover whether anything can reasonably be done by the committee to make life easier for them whilst they are participating in U3A activities e.g. organising a car share scheme.

Don't assume you know the problems/difficulties they face. Talk to them.