

Selby & District u3a Accessibility	Date 08/09/20
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Selby & District u3a Accessibility policy

1 Policy

1.1 Statement

Selby & District u3a commits to ensuring that we are inclusive and accessible as possible. This policy document should be read alongside Selby & District u3a's Equality, Diversity and Inclusion Policy.

1.2 Aims of the Policy

Selby & District u3a reviews accessibility needs for individual members and makes reasonable adjustments, where possible, to accommodate the needs of members with disabilities and/or health related needs. The policy takes into account the requirements of the Equalities Act 2010 and the need for us to avoid discriminating directly or indirectly against members with disabilities and/or health related needs. This policy will act as a reference point for all members. Selby & District u3a is a membership charity and not a service provider, therefore whilst reasonable adjustments will be made to ensure that individuals can participate and can attend with carers to support their needs, there will be certain needs that the U3A will not be able to accommodate due to the level of care that an individual may need.

1.3 Practical Approaches to Increasing Access

In ensuring equality of access Selby & District u3a will take the following steps:

- An Accessibility Officer will be identified from amongst the membership. This will be a volunteer role.
- The Accessibility Officer will have responsibility for liaising with Group Facilitators on an ongoing basis to ensure that groups are accessible and that Group Facilitators are aware of what the expectations are and what adjustments may need to be made e.g. relocating a group held within someone's home to a wheelchair accessible venue.
- The Accessibility Officer may be contacted by members who have a disability or health related issue that may need additional support

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and/or adjustment and discuss with them what needs they have and how these could be met – as appropriate.

- General meetings will, **as far as possible**, be held at a well-lit, fully wheelchair accessible venue, spacious enough to cope with wheelchairs and mobility scooters, with wheelchair accessible toilet and hearing aid loop system, and with a sound system in use.
- Speakers giving visual presentations will be asked to give a good description of the presentation if there is a possibility that people with visual impairment are present.
- Access will be reviewed by the committee on an ongoing basis.
- Committee members and Group Facilitators should sign that they have read this document
- Group Facilitators running groups that require a certain level of fitness and/or mobility will be asked to provide this information to members in advance so that members can decide as to whether the group is suitable for them.
- Group Facilitators will liaise with the Accessibility Officer where there are concerns about an individual's ability to participate.
- Selby & District u3a will try to ensure that there are a range of groups available that will provide access to members so that members do not feel excluded from too many interest/activity groups.
- Selby & District u3a will encourage and may require members to bring carers with them to U3A activities, as needed, with no additional cost for the carer. The carer will fall under U3A liability insurance unless they are a professional carer, in which case the individual will be covered by their employer's insurance cover.
- Selby & District u3a will maintain a database of venues and the facilities offered by each venue to accommodate different needs.
- Selby & District u3a has a duty of care to all members and this means that difficult decisions may have to be taken in assessing an individual's ability to participate as a whole or within individual activities. These decisions will be taken through discussion with the individual member and his or her carer in order to ensure that a fair and considered decision is taken. This may include developing a risk assessment with the individual regarding their ability to participate.

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- Selby & District u3a will seek additional advice and support from U3APlus, the Regional Trustee, National Office, the national website and external specialist organisations as required.