

# Equality and Diversity Policy

(This policy should be read in conjunction with the Code of Conduct)

## Statement

U3A membership is open to everybody in their third age, no longer in full time employment, run entirely by the members for the members. It is therefore important that all members feel they are able to participate in U3A activities/events.

Sleaford U3A values all people regardless of their age, class, disabilities, race, ethnic origin, religious beliefs, political beliefs, marital status, sexual orientation or gender. We aim to offer a range of activities/events and support participation by all members, starting with the premise that all members will treat each other with respect and dignity, and foster equality, diversity and inclusion.

## Aims of policy

Sleaford U3A in accordance with the Equality Act (2010) considers that no member should suffer disadvantage directly or indirectly, or receive less favourable treatment on the basis of:

- Age
- Class or socio-economic status
- Disability
- Ethnic origin, nationality or race
- Gender reassignment
- Marital or civil partnership status
- Political belief
- Religion or belief
- Sexual orientation

## Sleaford U3A undertakes to:

- Ensure that all members are made aware of the Equality and Diversity Policy.
- Operate a zero tolerance policy to discrimination, bullying and harassment, challenging unacceptable behaviour and invoking the Code of Conduct.
- Give consideration to ensuring all reasonable measures and practical approaches are taken to enable a wide range of members to take part in our activities/events.
- Give consideration to the accessibility of venues to those members with disabilities.
- Ensure all information is accessible to all members in a range of formats and in accordance with General Data Protection Regulations.
- Ensure all publicity material reflects the diversity of the local community and is accessible in a range of formats.
- Encourage a range of people to participate fully in the U3A and get their voices heard.

**This policy will be reviewed every 3 years : June 2021**