

Policy Document

1. MEMBERSHIP

- No waiting list for members.
- When General meetings are approaching capacity either an alternate venue needs to be sought, another format for meetings investigated, or the formation of another u3a could be considered.
- Non - members will be allowed 2 free visits to monthly meetings. They will sign a visitors' book near the entrance when they arrive.
- Members are to show their u3a membership cards when they arrive at a general meeting. If a member forgets their card or has lost it they will be asked to sign in. A fee of £1.00 will be charged to issue a replacement membership card for one which has been lost, and this is in order to cover administration costs.
- The membership of carers of disabled members will be waived on the basis that they can only attend meetings when accompanying the disabled member because their assistance is required. *If the carer wishes to vote or to attend any meetings by themselves they will have to pay the membership fee in the same way as any other member.*
- Neighbouring u3a groups working together need to have the agreement of both executive committees (*this includes interest groups of the two u3a's collaborating or offering places on trips.*)

2. MEMBERSHIP FEES

- No discount for members of u3a's in other areas.
- Membership fees will be due on April 1 and will be collected from January to April.
- New members joining in January and March will qualify for 13 or 15 month membership for the first year.

3. FORMAT FOR GENERAL MEETINGS

- There will always be meeters and greeters.
- There should be buddies to look after new members. A buddy will look after a new member for up to 3 general meetings (*depending on circumstances and needs.*)
- Committee members will have ID badges at all times.
- Groups' coordinator to be given a spot if required to speak at each of these meetings.
- Only tickets for events/trips/holidays which have been advertised by our u3a will be sold at our general meetings.
- People from other u3a's will only speak at our meetings if both Executive Committees have been informed and given their approval and with the consent on the day of the Chair.

4. SPECIAL GENERAL MEETING

If 20% of members want to request a Special General Meeting they will need to contact the Chair or a Committee member.

5. EXECUTIVE COMMITTEE MEETINGS

- At least 4 meetings a year as per Constitution.
- Attendance list to be taken.
- Proposer and seconder needed before motions are put to the vote in the Committee.
- Record of the results of such votes to be in the minutes and in a separate document called 'Executive Committee Motions' for that particular u3a year.
- There is also an Actions Items document for each u3a year which shows which members are responsible for carrying out the decisions reached by the Executive Committee.

6. FINANCE – SOCIAL FUND

The Social Fund shall be used for the following purposes:

- For Social Fund purposes, such as surpluses and subsidies for:

- i. Closed non-educational day trips
 - ii. Closed theatre trips
 - iii. General Meeting raffles (having deducted raffle expenses)
 - iv. Function subsidies agreed by the Committee
 - v. General Meeting refreshments costs
 - vi. Miscellaneous expenses for trips which cannot be allocated to one particular trip
 - vii. Any other items as agreed by the Committee.
- For holding any monies paid by members for non-educational and theatre trips or Holiday Travel prior to paying for such trips. If there is then any balance on the trip then that balance is paid into the Social Fund.

7. INTEREST GROUPS

- Members wishing to set up an interest group will contact the Groups' Coordinator(s) and the formation of the group will be agreed before the group is allowed to operate.
- **Interest group membership:**
 - i. Interest group leaders are to ensure an attendance record is kept of every meeting/activity.
 - ii. Non-members of our u3a cannot attend any interest group meetings without the express permission of the group leader and this would be for a single taster meeting/activity only, providing this is NOT at the exclusion of a member. *Remember that non u3a members are NOT covered by our u3a insurance and need to be made aware of that.* Such visitors should be encouraged to join our u3a.
 - iii. At the start of each new u3a year each interest group must review its membership and edit mailing and attendance lists accordingly and must send a copy of this list of names to the Membership Secretary.
 - iv. The Executive Committee advise for security and data protection reasons that emails are sent to an interest group's members using the Bcc facility but making sure that u3a is part of the heading in the subject line.
 - v. Interest groups can restrict the numbers of members attending their group due to the capacity of their meeting place or the type of activity. When the group is full the group leader should notify the Interest Group Coordinators so they are aware and also the Newsletter Editor so this can be indicated on the list of groups shown in the publication. *If numbers have to be restricted a waiting list for the interest group can be set up but it would be helpful if a new group can be encouraged to develop with help from the original one which was set up.*
- Interest groups working with other groups from other u3a's
Interest groups who wish to work/combine with groups from other u3a's need to inform the Executive Committees of both u3a's and get their approval.
- **Interest group finance:**
 - i. All interest groups to be self-funding.
 - ii. Any queries that arise about hiring equipment, facilities etc. will be referred to the Interest Groups' Co-coordinator. Interest group leaders cannot sign financial agreements to hire premises.
 - iii. Costs for materials needed for a particular group to be met and organised by that group.
 - iv. Those responsible for dealing with Group funds MUST keep a detailed income and expenditure account, and make a return of such income and expenditure to the Treasurer on a quarterly basis. The quarterly return to be completed and sent to the Treasurer will be sent to each group leader on a quarterly basis. The report must be made within 10 days of the end of the quarter, i.e. 30 June (report by 10 July); 30 September (report by 10 October); 31 December (report by 10 January) and 31 March (report by 10 April). The standard income and expenditure account sheet to be used appears on our website.
 - v. It is also very important that if a Group has no income or expenditure, they MUST still advise the Treasurer each quarter of that fact.

- vi. The same Accounts sheet can be used for the whole year as there is no need to start a new one each quarter. Each group is to make the quarterly return, even if there is no balance held by the group or there are only in and out amounts. (In other words a nil return using the Accounts sheet is preferable although an email confirming a nil return can be sent to the Treasurer.)
 - vii. When the balance held by a group exceeds £50, then an appropriate sum of money should be passed to the Treasurer in order to keep the balance below the £50 limit. *This money will be kept separate in the Main Account and will be made available to the group when required.* A form to deposit or withdraw from the relevant section of the Main Account is available from the Treasurer and should be completed.
 - viii. A Group Leader, or substitute, must record ALL money they collect and how it is paid away. The exceptions are shown in vii and ix below.
 - ix. If the group members individually pay money direct to the venue for attendance there or for refreshments there is no need to record it.
 - x. If group members pay money to the leader (or to a designated member) for attendance at a venue and/or for refreshments and there is a balance (or not) retained in group funds after the payment of venue hire and/or refreshments costs this should be recorded.
 - xi. If the group members pay money to the leader (or designated member) for refreshments in someone's home and there is a balance (or not) retained in group funds after the payment of refreshment costs then this should be recorded.
 - xii. If group leaders are unable or unsure in the completion of the Accounts they should speak to the Treasurer.
 - xiii. Mileage or transport costs for interest groups are to be met by those involved and sorted out by them. The suggested calculation for the donation is 45p a mile plus 5p per person in the car and then the total is divided by the number of people in the car. This covers fuel and wear and tear.
 - xiv. Interest groups are not allowed to employ paid tutors due to legal and insurance problems that it would pose.
- Interest groups organising day trips which involve the collecting of money to pay for transport or entrance should follow the guidelines in the section on day trips and the 'Must do list for Day Trip Organisers'.

8. DAY TRIPS AND EVENTS

- **Before the Trip/Event:**

- i. The Day Trips Event Calendar on the website needs to be checked before any all-day trip is arranged.
- ii. Day Trips Coordinators must be informed at the planning stage of any all-day trip as and when such trip is being arranged, if this is a trip which involves the collection of money. A decision as to whether the trip is for social purposes or is an educational trip will have to be taken and this will be decided jointly by the Day Trips' Coordinators and the Treasurer. Irrespective of the decision, all monies shall be paid into the Stanford le Hope & District u3a Bank Account, with all cheques being made out to 'Stanford le Hope & District u3a'. If in the past a similar trip has been run as an educational trip, then the next one is also classified as an educational trip. *For reasons connected to our charitable status and as advised by our National u3a Guidelines, we need to run some educational trips.* We must also be consistent in our definition of educational. If it gives knowledge, if it gives instruction or information, then it is educational.
- iii. Once the trip has been approved it will be put onto the calendar on the website.
- iv. Interest group leaders running trips which involve collecting money will be expected to follow the 'Must do list for Day Trip Organisers', and leaders new to running trips for our u3a will be expected to have also read the 'Checklist for Organising Trips.' These documents are on the website.
- v. Risk assessment forms to be completed. (Forms available including partially completed ones on the website.)

- **Members going on the trip/taking part in the event**

- i. When people pay to take part in such events they will be asked if they are members of our u3a and if necessary the membership list will be checked.

- ii. Stanford-le-Hope and District u3a members get priority for places for such events organised by our u3a.
- iii. If there are any spaces on one of our trips, members of other u3a's who have requested to go will get priority over non u3a members. *(See note about collaborating with other u3a's in section 1)*
- iv. Non u3a members will only be able to go on 2 of our trips in total over the u3a year. *Exceptions will be made for official carers.*
- v. *Members are responsible for ensuring they are physically able to undertake any activity included in the trip.*

- **Financial aspects of the trip/event:**

- i. Booking and paying for events and activities for a group of u3a members/interest groups – organisers are not to make payments for these using personal credit/debit cards. Using these personal cards can cause difficulties for the organiser accounting to the Treasurer or to the group members, as it concerns the organiser's own account, and if the supplier goes into administration the organiser might only be able to reclaim the part of the payment that pertains to their own ticket and not the rest of the group. *Any payment by personal credit/debit card should be avoided.* Our u3a has a credit card under the control of the Treasurer and he will assist and deal with any payment that needs to be processed by credit card.
- ii. Members will pay the full amount when booking a place on a trip (except for trips involving an overnight stay/s which may take deposits) and will receive a receipt.
- iii. All day and theatre trip places will be sold first at a general meeting and members cannot put their names down to reserve a ticket before they are sold unless there are exceptional circumstances. This is in order to be fair. *However, if a day trip is organised by an interest group and is connected specifically to the theme of that group they can sell places to their members first and then offer remaining places to general members of the u3a if they so wish.*
- iv. Holiday Travel places will be sold first at a general meeting, by provisional booking with deposits because of the nature, cost and length of the event.
- v. All money for Stanford-le-Hope and District u3a collected by any interest group for day trips is to be passed to the Treasurer as soon as possible and not later than 7 days after the receipt of the money. *(The term Treasurer is to mean the Treasurer or the nominated official to act on the Treasurer's behalf.)*
- vi. If that is not possible the money should be deposited into the correct Stanford-le-Hope and District account in Barclays plc and the deposit counterfoil passed to the Treasurer within 7 days.
- vii. The following details of any money collected will be passed onto the Treasurer by email or telephone ASAP:
 - The purpose of the money.
 - The date collected.
 - The amount by denomination and cheques.
- viii. Any assistance required with these matters contact the treasurer.

- **On the trip itself:**

- i. Provision will be made to make those by themselves feel welcome and part of the group, for example inviting them go round with or to eat lunch with the leader or volunteer buddies.
- ii. Trip organisers must check attendance before the start and return departures.
- iii. The event organiser's mobile contact number must be provided for people on the trip in case of emergency.

9. EXPENSES

- Members claiming expenses should use the expenses form provided by the Treasurer on the website.
- If possible, expenses claims should be backed up with receipts/invoices.

- Expenses claimed by signatories of the Stanford-le-Hope and District u3a bank account must be authorised by another non signatory member of the Executive Committee before the amount is reimbursed.
- Trustee's mileage allowance for u3a business is 45p a mile plus 5p a mile for each additional passenger.
- Executive Committee printing expenses – A4 sheets 10p single sided, 20p double sided both for mono and colour and this includes the cost of the paper. Printing involving full page printing of colour for example photos will be £1 an A4 sheet. Envelope printing is 10p but does not include the cost of the envelope.

10. GIFTS AND FREE PLACES/TICKETS

- Gifts which have a pecuniary value offered to Executive Committee Members (who are automatically trustees) and members because they are members of the Stanford-le-Hope and District u3a, should not be normally accepted by individuals. If they are given and are worth over £25.00, they need to be approved by either the Treasurer or the Chair and entered in the Register of Members' Interests which the Treasurer keeps.
- When free places are offered for trips/holidays etc. being booked, the value of the free place should be divided up amongst the members going by reducing their ticket prices, or if that is not possible, the place should be given out according to lot drawn or lucky dip. This is to ensure fairness.

11. WELFARE

- Get well cards and condolences will only be sent to members and their immediate family.

12. GRIEVANCE PROCEDURE

- As per Committee Reference File 'Sorting Out Problems and Grievances' from National Office.

13. PRIVACY POLICY

Details are provided on a separate policy document.