

## Disability Policy

Southport U3A aims to be as accessible as possible to both its existing members and to third agers in the local community who may wish to join.

Members who cannot manage to participate in their chosen activities without assistance may be accompanied by a carer, 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 professionally employed carer who would have to be covered by their own individual liability policy. If a member is accompanied by a carer who participates in an activity which attracts a cost, then that cost must be borne by the member or the carer.

Many of Southport U3A's meetings are held in public venues which are fully accessible and some of which have hearing loops.

A number of groups meet in private homes where accessibility may be a problem. Before joining a group, members are advised to discuss their needs with the Group Leader and assess whether the venue is suitable.

If a disabled member cannot attend a group of their choice, they would be assisted and encouraged if they wished to set up a group at a location suited to their needs.

Any disabled member who wishes to participate in a U3A trip or holiday must make their own arrangements for care sufficient for their needs. The trip or holiday organiser cannot be responsible for anyone who cannot manage without help.

Any member, or potential member, who considers that their needs are unfairly not being accommodated, may pursue the matter by following the procedure set out in Southport U3A's Complaints/Grievances/Problems Policy.

*Adopted by the Committee on 27 April 2017*

*Reviewed in April 2018*

*For review in April 2019*