

Equality and Diversity Policy Statement and Procedure for Stoke-on-Trent South U3A

Stoke-on-Trent South U3A is committed to providing, life-enhancing and life-changing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for its own reward. Members share their skills and life experiences. The learners teach and the teachers learn, and there is no distinction between them. Stoke-on-Trent South U3A recognises that some people are particularly likely to experience discrimination and harassment and is committed to making sure that the organisation is as inclusive and welcoming as possible. Stoke-on-Trent South U3A is committed to treating all people equally and with respect.

Aims of Policy

We aim to ensure that our activities, and decision making processes, encourage and support participation from people who face disadvantage in society.

Stoke-on-Trent South U3A considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:

- Age.
- Gender.
- Ethnic origin, nationality (or statelessness) or race.
- Disability.
- Religion or belief (including the absence of belief).
- Marital or civil partnership status.
- Sexual orientation.
- Pregnancy.
- Gender reassignment.
- Class or socio-economic status.
- Political belief.

Procedure

Approaches to Inclusion

Stoke-on-Trent South U3A is open to everyone. The Committee will ensure that this Equality and Diversity Policy, and of our Member Code of Conduct are placed onto the Branch Website. Regular references will be made to these documents via the monthly Newsletter and the Website Noticeboard. The Committee will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings.

These will include:

- Consideration of the time of day of activities.
- Consideration of venues for meetings which include: accessibility for wheelchair users; and access to a Public Address System when appropriate.
- Monthly Newsletter made easy to read, and made accessible to members who don't have access to the internet.
- Males and females equally share tasks and roles.

Should any member of Stoke-on-Trent South U3A consider that this Equality and Diversity Policy has been breached, or they have been discriminated against by another U3A member or harassed at a U3A event, they should raise the matter in accordance with the Stoke-on-Trent South U3A Complaints/Grievance Procedure. If the complaint is against Stoke-on-Trent South U3A as a whole, the Committee will work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

This organisation will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised concerns.

Review of Policy.

This Policy and Procedure was adopted at a meeting of Stoke-on-Trent South U3A on 13th April 2019, and will be reviewed at least every 3 years.