

Stourbridge U3A Equality and Diversity Policy

Statement

Stourbridge U3A exists to support the advancement of education and in particular, the education of older people and those retired from full time work by all means, including associated activities conducive to learning and personal development. Stourbridge U3A recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure the group is as inclusive as possible.

Stourbridge U3A is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex or sexual orientation. We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society.

Aims of Policy

Stourbridge U3A considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:

- Sex (male or female)
- Ethnic origin, nationality (or statelessness) or race
- Disability
- Religion
- Marital or civil partnership status
- Sexual orientation
- Gender reassignment
- Class or socio-economic status
- Political belief

Practical Approaches to Inclusion

Stourbridge U3A will make sure all new and existing members are aware of our Equalities policy and Stourbridge U3A Code of Conduct. Stourbridge U3A will take reasonable and practical approaches to ensure a wide range of people take part in our activities and meetings. This may include:

- Consideration of the time of day of meetings
- Consideration of venues for meetings including where appropriate
 - Accessible to wheelchair users
 - Access to PA system and hearing loop
- **Publicity**
 - Making it easy to read
 - Available to people who don't have access to internet
 - Use a range of images that reflect our community
- **Tasks and Roles**
 - Make sure a range of people get their voices heard

Code of Conduct

Stourbridge U3A has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in Stourbridge U3A.

If any member of Stourbridge U3A feels they have been discriminated against by Stourbridge U3A or harassed at a Stourbridge U3A event they should raise this with the committee. The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will play no part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend if they wish. The person making the complaint will also have the same opportunity.

If the complaint is against Stourbridge U3A as a whole, the committee must work to ensure that such discrimination is not repeated in future, and must inform members of how they propose to do this.

Any decision to exclude a person from Stourbridge U3A due to discriminatory or harassing behaviour will be made with reference to Stourbridge U3A's constitution and grievance/disciplinary procedures. Stourbridge U3A will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they raised the issue.

This Policy will be reviewed every two years.

This policy was adopted at a committee meeting of Stourbridge U3A January 2019