



Warsash u3a

## Policy

in respect of

# Diversity and Equal Opportunities

Revision	Status	Approval	Review
O	Original first drafted January 2017	Approved by Steering Committee 09 Jan 2017	
A	Minor revision and re-formatted	Approved by ExCo email resolution June 2017	June 2018
B	Logo and Font changed	January 2021	January 2022

Para #	Policy	Revised
1	Warsash u3a is committed to supporting, developing and promoting diversity and equality and aims to establish an inclusive culture free from discrimination and based on the values of fairness, dignity and respect. Warsash u3a will support all members and provide access to activities and facilities on an equal basis regardless of race, national or ethnic origin, colour or nationality, disability, age, gender, sexual orientation, transgender identity or religion/belief.	*
2	<p>This policy builds on the foundation of equality and anti-discrimination legislation and strives to comply with legal requirements of :</p> <ul style="list-style-type: none"> <li>• Human Rights Act 1998</li> <li>• The Civil Partnership Act 2004</li> <li>• The Gender Recognition Act 2004</li> <li>• The Equality Act 2006</li> <li>• Equality Act 2010</li> </ul>	
3	Warsash u3a values diversity and recognises that the organisation is greatly enhanced by the different range of backgrounds, experiences, views, beliefs and cultures represented within its membership. Warsash u3a aims to embrace diversity in all of its activities and acknowledges that variety and difference are intrinsic to its success and future development.	
4	Warsash u3a strives to achieve a membership which reflects the composition of the community they serve and are committed to the furtherance of fair treatment and the absence of discrimination in all their activities and all contact and communication with external organisations and members of the general public.	
5	Warsash u3a expects all members to act in accordance with this Policy.	
6	Diversity means having an understanding that each individual is unique, and recognising our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.	
7	Equality means treating everyone with fairness and respect and recognising the needs of individuals. It is about addressing existing disadvantages affecting how people participate in society.	