

THE THIRD AGE TRUST



THE UNIVERSITY OF THE THIRD AGE

Warsop & District U3A Equity and Diversity Policy 25th May 2018

Statement:

Warsop & District U3A is committed to treating all people equally and with respect irrespective of their age, physical or mental ability, gender reassignment, marriage or civil partnership, pregnancy or maternity, 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:

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

- 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

Practical approaches to inclusion:

Warsop & District U3A is open to individuals who are in their Third Age and are interested in participating in and furthering the work of the U3A, provided that they agree to abide by the Warsop & District U3A constitution and any membership conditions properly imposed by the Executive Committee and to pay the annual subscription as determined by the Executive Committee and approved by the membership at an Annual or Special General Meeting. No individual may be admitted to membership if the Executive Committee considers that they do not meet these conditions.

Warsop & District U3A will make sure all new members are aware of our Equalities policy and Warsop & District U3A Code of Conduct. Warsop & District U3A will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This includes:

- Consideration of the time and date of meetings
- Consideration of venues for meetings including:
 - Accessible to wheelchair users
 - Access to PA system
- Publicity
 - Making it easy to read
 - Available to people who don't have access to the internet
 - Range of images used that reflect the local community
- Tasks and Roles
 - To make sure a range of people get their voices heard