

Wells u3a: Equality, Diversity and Inclusion Policy

1 Statement

Wells u3a is committed to enabling members in their third age to share educational, creative and leisure activities. Members share their knowledge, skills and experience to teach and learn from each other.

Wells u3a recognises that some people are particularly likely to experience discrimination and harassment and are committed to making sure that our u3a is as inclusive and welcoming as possible.

Wells u3a is committed to treating all people equally and with respect, irrespective of their age, disability, gender identity, marriage or civil partnership, race, religion, sex or sexual orientation.

2 Aims of this policy



Wells u3a considers that no member should suffer disadvantage or receive less favourable treatment based on any of what the Equality Act 2010 calls 'protected characteristics', which are:

- ethnic origin, nationality (or statelessness) or race
- age
- disability
- religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- pregnancy
- gender reassignment
- political belief

3 Practical approaches to inclusion

Wells u3a will make sure that all new members are aware of equality, diversity and inclusion policies and procedures as well as the members' code of conduct which is included in our membership form (see Appendix 1). We will take reasonable measures and practical steps to ensure that a wide range of people can participate in our activities and meetings. This may include:

- Consideration of the time of day of meetings.
- Consideration of venues for meetings including:
 - Accessible to wheelchair users.
 - Access to PA system and a hearing loop.
 - Parking and disabled parking available.
 - Disabled toilet facilities available.
- Publicity:
 - Making our publicity easy to read.

	
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- Making it available to those who do not have access to the internet.
- Use a range of images that reflect our local community.
- Recruiting new members:
 - Encouraging new members who are representative of the groups who are under-represented within our u3a to join.
- Tasks and Roles:
 - Ensure that a range of people get their voices heard by encouraging more members to take on roles such as leading groups or chairing meetings.
 - ⊖ The Group Coordinator will ensure that new Group Leaders are made aware of issues in relation to accessibility and what steps they may need to take in meeting access requirements.
 - Wells u3a Committee will offer induction and training around equality, diversity and inclusion to Committee Members and Group Leaders on an ongoing basis.
- Dietary Requirements
 - Where possible consideration should be given to all dietary requirements if food is provided for Wells u3a events.

4 Dealing with discrimination and harassment

If a complaint is made against an individual, both the person complained against and the person making the complaint will have the opportunity to express their point of view.

If the complaint is against Wells u3a as a whole, the Committee will work to make sure such discrimination is not repeated in the future and will inform the members of how they will do this.

The Committee will always act in accordance with the u3a's constitution and formal procedures, for example the complaints procedure.

5 Definitions


Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, when or whom they were born, or because of other characteristics. Promoting equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and do not experience discrimination.

Promoting diversity is about recognising that everyone is different and creating an environment that values members and ensuring that the u3a Movement is as accessible as possible to different groups within the community.

Inclusion is about positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.

Direct Discrimination is when a person is treated less favourably because of their ethnic origin, nationality (or statelessness) or race, age, disability, religion or belief (including the absence of belief), marital or civil partnership status, sexual orientation, pregnancy, gender reassignment, political belief.

Indirect Discrimination occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group.

	
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Harassment is unwanted conduct related to 'protected characteristics' that has the purpose or effect of violating a member's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment is also unwanted conduct of a sexual nature which has that same purpose or effect.

Victimisation occurs when a member is treated less favourably than others in the same circumstances because he or she has made a complaint or an allegation of discrimination, harassment or bullying or given information regarding such a complaint or allegation.

This Policy was adopted on 05/04/2021; it was revised on 25/03/2022 and 13/03/2023.

It will be due for review in March 2025.

Reference Documents:

- Wells u3a Complaints Procedure
- Wells u3a Disciplinary Procedure

Appendix 1:

The Code of Conduct is included in the New Membership Form that all members complete on application to join Wells u3a:

All members must:

- Abide by the principles of the u3a movement.
- Always act in the best interests of the u3a and never do anything to bring the u3a into disrepute.
- Abide by the terms and conditions of the constitution.
- Treat fellow members with respect and courtesy at all times.
- Comply with and support the decisions of the elected committee.
- Advise the committee of any change in your personal details.