

# Wendover U3A Equalities and Inclusion Policy



## 1. What is Equality?

“Equality is ensuring that individuals, or groups of individuals, are not treated differently or less favourably, on the basis of their specific protected characteristics, including areas of race, gender, disability, religion or belief, sexual orientation and age”

Ref: University of Edinburgh 2016

## 2. 2010 Equalities Act

There are nine protected characteristics under the Equalities Act: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

## 3. Why is Equality important to the U3A?

- Our U3A values inclusion to all existing and potential members
- Inclusion enhances members involvement
- It maximises our community reach

## 4. Mission Statement

“Wendover U3A welcomes membership from **ALL** sections of our community”

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