



Members with Hearing impairment

Hearing impairment affects over
11 million people across the United Kingdom.

At monthly meetings

- Provide an induction loop and Public Address (PA) System – check that they work.
- Use meeting rooms which are suitable for the size of the audience (not too big).
- Brief presenters so that they understand the needs of members with hearing loss.
- Provide information visually on a screen or on printed handouts.

In interest groups

- Use a room suitable to the size of the group with good lighting.
- Brief group leaders so that they understand members' needs.

General advice

Ensure group leaders are provided with advice about how to support members with disabilities and impairments.

Ask members what their needs are and ensure they feel comfortable explaining their individual needs to the Groups Co-ordinator.

Some U3As have introduced the role of accessibility officer in order to provide specific support to members with access needs, consider whether this may be appropriate for your U3A.

U3As can share their experiences and successes in making their activities more inclusive with other U3As at network meetings.



If you would like advice on
more aspects of inclusivity – visit
plus.u3a.org.uk



A U3A GUIDE TO ACCESSIBILITY AND INCLUSION



**The U3A wants to ensure that
all members can participate
in U3A activities, open meetings
and interest groups.**

**This guide has been written by
members of U3APlus.**





Members with **Vision impairment**

Over **two million people** in the United Kingdom live with **vision impairment**.

At monthly meetings

- Reserve seating at the front for those with sight loss.
- Brief presenters so that they understand the needs of members with sight loss.
- Ask presenters using power point presentations or other visual material to explain the content of the material.
- Reduce glare from external light by positioning chairs with their backs to windows.
- Provide written material using clear print guidelines and make it available by email or text.

In interest groups

- On a walk or ramble, members of the group can offer a guiding elbow, if required, and provide a commentary on approaching features such as steps or overhanging branches.
- Ask members to describe what they are doing when demonstrating an activity.
- Provide written material using clear print guidelines and make it available by email or text.



Members with **Mobility problems**

Over **5.7million people** live with some **mobility** needs in the United Kingdom.



At monthly meetings

- Refer to the U3APlus venue accessibility checklist.
- Visit the venue to ensure that there are: ramps, handrails, toilets for the disabled, lifts, easy opening doors, not too many steps/stairs.
- Provide space for wheelchair users.
- Invite carers to accompany members as needed.
- Provide priority parking.
- Check what emergency evacuation procedures are in place.
- Introduce a car sharing scheme.

In interest groups

- Be flexible about meeting in members' homes.
- Arrange meetings in the home of the person with accessibility requirements or find space within sheltered accommodation.



Members with **Dementia**

There are about **800,000 people** with **dementia** in the United Kingdom.

Every person with dementia is different and it can affect the person in a number of ways.

It can impact on

- Memory.
- Communication.
- Orientation even in familiar surroundings.
- Ability to carry out everyday tasks.
- Sight and vision.
- Emotional responses.

At meetings and interest groups

- Be supportive, reassuring and understanding.
- Communicate clearly using simple short sentences.
- Listen carefully to what the person with dementia is saying.
- Reduce noise and avoid busy environments which can make people with dementia feel uneasy or add to their confusion.
- Be prepared to offer practical support and assistance to someone if they are finding certain activities difficult.