



TUTORS & SPEAKERS

INTRODUCTION

Since our inception we have followed u3a guidance on the appointment and use of tutors and external speakers. The Committee think it useful to reiterate our approach to this matter and to include this paper on our updated website for the benefit of current and future members.

TUTORS

We do not allow Wyre u3A groups to engage a tutor as:

Firstly, it is against the u3A ethos. The aim of the u3A movement is for members of interest groups to contribute, in many ways, to the success of the group without the assistance of non u3A members.

Secondly, paying a tutor involves risks. Doing so may create an employer/employee relationship with associated legal obligations and there are potential insurance implications.

Given these risks and advice from the Third Age Trust the Committee has decided that paying tutors is not something we wish to do, and indeed has been the case since our inception.

SPEAKERS

Interest groups may wish to invite a speaker to address the group. This is acceptable on a one-off basis. Any expenses must be paid for by the group members. However, Groups should not use the same speaker on a regular basis as this could be interpreted as creating a tutor situation.

CHARITIES

The u3a constitution does not provide a u3a with the power to raise funds for another charity that does not have similar charitable objectives to itself. This is a fundamental part of charity law as all money raised by any charity should be spent on its own charitable objectives.

A charity may purchase a service from another charity, e.g. renting accommodation.

Based on our mutual aid principle, no payments are made to u3a members for services rendered to any u3a.

If a non u3a member nominates a charity to receive the speaker's fee the u3a is advised not to directly pay the nominated charity unless it has similar objectives and the speaker provides a disclaimer of their fee/expenses in favour of the nominated charity.