

# Bridgnorth & District U3A

## Equality and Diversity Policy



### INTRODUCTION

Bridgnorth & District U3A (hereafter 'the U3A') is committed to providing life-enhancing and life-changing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for its own reward: the sheer joy of discovery! Members share their skills and life experiences: the learners teach, the teachers learn and there is no distinction between them. The U3A recognise that some people are particularly likely to experience discrimination and harassment and we are committed to making sure our group is as inclusive and welcoming as possible.

### AIMS OF THE POLICY

The 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 political belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- gender/gender reassignment
- class or socio-economic status

### PRACTICAL APPROACHES TO INCLUSION

The U3A will make sure all new members are aware of our Equality & Diversity policy and Code of Conduct. The U3A will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This may include:

Consideration of the time of day of meetings

Consideration of venues for meetings including:

- Accessibility to wheelchair users
- Availability of a PA system and a hearing loop

Publicity

- Making it easy to read
- Availability 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.

### **Code of Conduct**

If any member feels they have been discriminated against by the U3A or harassed at a U3A event they should raise this with the committee. The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not take part in conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the U3A as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from the U3A due to discriminatory or harassing behaviour will be made with reference to the U3A's constitution and grievance/disciplinary procedures. The U3A will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

This policy was adopted at a meeting of the Bridgnorth & District U3A Committee on 14<sup>th</sup> June 2018 and will be reviewed at least every 2 years.

Policy Document Created: April 2018

Reviewed/u3a C'tee/July 2019 – no changes

Reviewed/u3a C'tee/July 2022 – no changes

Reviewed/u3a C'tee/July 2024 – changes as follows:

Page 1 – second paragraph Aims of the Policy amended to include gender

Page 1 – Practical Approaches to Inclusion amended to remove the reference encouraging women to take a more active role.

**Next Review Date: July 2026**