

CHRISTCHURCH u3a - EQUALITY, DIVERSITY AND INCLUSION POLICY

Statement

Christchurch u3a is a learning co-operative and membership charity which enables members to share educational, creative and leisure activities. Members of each u3a draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). Christchurch u3a recognise that some individuals can experience discrimination and harassment and are committed to making sure that the u3a is as inclusive and welcoming as possible.

Aims of this policy

This policy has been drawn up to comply with the Equality Act 2010. The Act stipulates that organisations cannot treat someone unfairly based on what it 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
- sex

Christchurch u3a will strive to ensure that members do not experience discrimination based on their protected characteristics. This will include ensuring equal access to groups and behaviour between members and by Christchurch u3a Committee Members and Group Leaders.

The Equality Act highlights that organisations need to consider what 'reasonable adjustments' can be made in order to accommodate those who may have particular needs. Christchurch u3a Committee will review the reasonable adjustments needed for members and individual members when needs arise.

Practical approaches to inclusion

Christchurch u3a will make sure all new members are aware of our policies and procedures in relation to equality, diversity and inclusion and accessibility as well as the Member Code of Conduct. Christchurch u3a will make reasonable adjustments and take practical steps to ensure a wide range of people can participate in our activities and meetings. This may include:

- Consideration given to the time of day of meetings and their location.
- 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:
 - Using a variety of methods and platforms to communicate externally and raise the profile of the u3a.
 - Make communications available to those who don't have access to the internet
- Recruiting new members:
 - Managing growth so that we ensure that new members can be accommodated
- Monitoring:
 - Christchurch u3a will monitor member numbers i.e. the numbers of members who join, re-join and leave each year in order to identify any trends in membership.
- Tasks and Roles:
 - The Groups 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.

Member Code of Conduct

Christchurch u3a has a Member Code of Conduct. The code of conduct outlines that members should abide by the u3a policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.

Dealing with discrimination and harassment

Where Christchurch u3a Committee become aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.



If any member of Christchurch u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Group Coordinator or if not available the Chair. Any matters of concern will be reviewed by a committee sub-group and a decision will be made as to what steps will be taken to address the issue. All issues will be processed using the Christchurch u3a Disciplinary Policy.

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 group.

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: 1st September 2024

Review date: 1st September 2025

Third Age Trust Approvals (included or the purpose of tracking changes)

u3a	Doc u3a KMS-001 – Equality, Diversity and Inclusion Policy Sample	The Third Age Trust
Version	Description of changes	Date



2.0	Updated formatting s	08/10/2021
3.0	Separation of the NI and England, Scotland and Wales Policy. Political belief is not a protected characteristic in England, Scotland and Wales.	June 2023
4.0	Omission from protected characteristics amended	28/11/2023

Christchurch u3a Approvals

u3a	Christchurch u3a Equality, Diversion and Inclusion Policy	
Version	Description of changes	Date
1.A	Adopted from TAT Version 4.0 with customisation	1 September 2024