

# Hickling Broad u3a Carers Policy

Hickling Broad 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. An Equality and Diversity Policy is in place. This Policy should be read in conjunction with that document.

## Aims

The Equality and Diversity Policy states that *"The u3a considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:*

- *Disability"*

This Policy seeks to address some of the practical issues around the achievement of that Aim with respect to Carers.

## Carers

For the purposes of this document, we use the NHS definition of a Carer:- *"A carer is anyone, including children and adults who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support"*.

## u3u Membership

Carers are not required to be members of u3a if they do not take part in u3a activities. Therefore they do not need to pay for Membership insofar as they are present solely to enable the disabled member to participate.

**If Carers do take part in u3a activities, it is expected that they become members.**

It is understood that some Carers will be permanent, such as partners or family members, others will be temporary as part of a support team. Carers who attend u3a meetings on a regular basis are more likely to be active participants and, where they do so, be invited to become members.

## Other costs and charges

### Venues and Outings

Where a meeting or outing venue imposes a per capita charge, the organiser of that meeting/outing may approach the venue and request that the carer be excluded from the charge (unless the carer is an active participant and thus a u3a member).

### Refreshments

It is anticipated that Carers would contribute to their refreshments at a meeting in the same way as members. However, it remains open for individual groups to make their own decisions in this respect.

## Insurance

Carers are included in the insurance policy provided by the National u3a organisation. They have the same cover as u3a members.

## General

This Policy sets out the general approach to Carers. However, it is recognised that this is a complex issue. Individual cases will need to respond to the individual and changing needs of the disabled person. Accordingly, cases may arise that need to be referred to the u3a Committee for a decision.