

Hickling Broad u3a Equality and Diversity 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. Members share their skills and life experiences: the learners teach and the teachers learn, and there is no distinction between them. The u3a recognises that some people are particularly likely to experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

The u3a is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society.

Aims

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

Practical Approaches to Inclusion

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
 - Access to PA system and a hearing loop

Publicity:

- Making it easy to read
- Available to people who don't have access to the internet
- Uses a range of images that reflect the local community

Tasks and Roles:

- To make sure a range of people get their voices heard.

Conduct

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These may constitute harassment, and have no place in the u3a

If any member of the u3a 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 be part of 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.

Hickling Broad u3a Equality and Diversity Policy

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 organisation due to discriminatory or harassing behaviour will be made with reference to the u3a's constitution/ rules. 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.

Policy review date: Annually, to be recorded by the Secretary in minutes.