

BOURNE U3A: EQUALITY, DIVERSITY & INCLUSION POLICY

Bourne U3A is a learning co-operative and membership charity which enables members in their third age to share educational, creative and leisure activities. Members draw upon their knowledge, skills and experience to teach and learn from each other.. Bourne U3A recognises that some people are likely to experience discrimination and harassment and are committed to making sure that we are as inclusive and welcoming as possible.

This policy has been drawn up to comply with the Equality Act 2010. The Act stipulates that organisations must not treat someone unfairly on the basis of what it calls “protected characteristics”, These are as follows:

1. ethnic origin, nationality[or statelessness] or race.
2. Age.
3. Disability
4. Religion or belief [including the absence of belief]
5. Sexual orientation
6. pregnancy
7. gender reassignment
8. political belief

Bourne U3A will strive to ensure that members do not experience discrimination on the basis of their protected characteristics. This will include ensuring equal access to groups, and seeing that behaviour between members, the executive committee and group leaders does not infringe our legal obligations. 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. Bourne U3A Committee will review the reasonable adjustments needed for all members and individual members with particular needs on an ongoing basis. Where necessary, guidance is available from Third Age Trust [T.A.T.]

PRACTICAL APPROACHES TO INCLUSION

Bourne U3A will make sure that all new members are aware of our policies and procedures in relation to equality, diversity and accessibility as well as the Member Code of Conduct. Bourne U3A will make reasonable adjustments and take practical steps to ensure a wide range of people can participate in our activities and meetings. These may include:

1. consideration of time of day and location of meetings
2. consideration of venues e.g. wheelchair access; disabled toilets; facilities for the hearing impaired; parking for all categories.
3. publicising by a range of methods to raise awareness of our role and associated activities, including to those without internet access.

MONITORING

1. Bourne U3A will monitor member numbers i.e. joiners, leavers and re-joiners in order to identify any trends.
2. The Committee will review the diversity of the membership on an ongoing basis and seek to ensure that Bourne U3A remains attractive to all.

TASKS & ROLES

1. ensure a range of people get heard by encouraging more members to take on specific roles e.g. group leaders
2. appoint an Accessibility Officer whose role will be to ensure that existing and new members can access U3A activities and to consider what reasonable adjustments may be made to accommodate such requirements

3. The Groups Co-ordinator will ensure that new Group Leaders know of our policy regarding accessibility and any actions that may be necessary. N.B. Some groups may require minimum levels of e.g. fitness and mobility.
4. Provide Induction and Training about Equality, Diversity and Inclusion to Committee Members & Group Leaders on an ongoing basis.

CODE OF CONDUCT

All members shall abide by our policies and procedures as well as treating each other with dignity and respect, including not acting in any way deemed discriminatory or offensive.

DEALING WITH DISCRIMINATION AND HARASSMENT

1. Where the Committee becomes aware of any discriminatory practice or harassment they must seek to resolve this through consultation with all parties involved and where necessary invoke formal procedures.
2. Any member who believes that they have experienced or witnessed discriminatory behaviour or harassment should report this to the Committee. The Committee will review each claim in line with the constitution and other formal procedures and then decide what steps to take to address the issue.

DEFINITIONS

1. 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 and 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.
2. Promoting Diversity is about recognising that everyone is different and creating an atmosphere that values all members and ensuring that the U3A movement is as accessible as possible to different groups within the community.
3. 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.
4. Indirect Discrimination occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group
5. 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 treatment. Harassment is also unwanted conduct of a sexual nature which has the same purpose or effect.
6. Victimisation occurs when a member is treated less favourably than others in the same circumstance 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 _____

Review date is _____

Signed _____ Chairman

_____ Secretary