

SALISBURY & DISTRICT U3A- registered Charity 1041321

Diversity and Inclusion - Policy

1. Introduction & Statement

Salisbury & District U3A is committed to the fair treatment and absence of discrimination in all its activities and strives to achieve a membership that reflects the local community that it serves.

2. Statement & Responsibilities

Our u3a is a learning co-operative and charity which enables members in their third age 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). We recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure that we are as inclusive and welcoming as possible.

The Executive Committee is responsible for Diversity and Inclusion within Salisbury & District U3A and for the application of this policy.

3. Aims of this Policy

This policy complies with the Equality Act 2010. The Act stipulates that organisations cannot treat someone unfairly on the basis of '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
- political belief

In addition to the above we will provide equality of treatment to any person in their third age regardless of:

- Educational background
- Social status

Salisbury & District U3A will strive to ensure that members do not experience discrimination on the basis of the above characteristics. This includes ensuring equal access to groups and that there is appropriate behaviour between members, Group Leaders, and the Executive Committee Members. Under the Equality Act, organisations are required to consider what 'reasonable adjustments' can be made to accommodate those who may have particular needs. The Executive Committee will continually review the reasonable adjustments needed for all members and individual members with particular needs.

Salisbury & District U3A will ensure all new members are aware of this policy in relation to equality, diversity and inclusion and accessibility, in addition to all our other policies.

SALISBURY & DISTRICT U3A- registered Charity 1041321

Diversity and Inclusion - Policy

Salisbury & District U3A will make reasonable adjustments and take practical steps to ensure a widerange 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
 - Use a range of images that reflect the local community
- Recruiting new members:
 - Doing outreach sessions and contacting agencies working with community groups who may be harder to reach
 - Encouraging members who are representative of the groups who are underrepresented within the u3a – i.e. men or younger members to assist with the recruitment process
 - Managing growth so that we ensure that new members can be accommodated
- Monitoring:
 - We will monitor member numbers i.e. the numbers of members who join, rejoin and leave each year in order to identify any trends in membership.
 - The Executive Committee will review the diversity of the membership on an ongoing basis and will seek to ensure that our u3a remains attractive and accessible to all.
- Tasks and Roles:
 - Ensure a range of people get their voices heard by encouraging more members to take on roles such as leading groups.
 - Group Leaders will endeavour to ensure members can access all venues or consider what reasonable adjustments or practical steps could be made to realise this.
 - The Group Co-ordinator 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. Each group will be reviewed on an individual basis as certain groups may require a certain level of fitness or mobility and members need to be made aware of this in advance.
 - We will offer induction and training around equality, diversity and inclusion to Committee Members and Group Leaders on an ongoing basis.

Diversity and Inclusion - Policy

4. Dealing with Discrimination and Harassment

Where the Executive Committee becomes aware of any discriminatory practice or harassment, it will seek to address this through consultation with all parties concerned and, where necessary, through invoking our formal grievance procedures.

If any member of the u3a feels they have experienced or witnessed discriminatory behaviour or harassment, they should report it to the Executive Committee. Any such matters of concern will be reviewed by the Executive Committee and a decision will be made, in line with the grievance procedures, as to what steps will be taken to address the issue.

5. Definitions

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It also means that no one should have poorer life chances because of where, when or of 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, sexualorientation, 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 particular group.

Harassment is unwanted conduct related to 'protected characteristics' that has the purpose or effect of violating a members 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.