



## EQUALITY, DIVERSITY AND INCLUSION POLICY

### Statement

Redditch u3a is a learning co-operative and membership charity which enables members to share educational, creative and leisure activities. Members draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). Redditch u3a recognises that some people may 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 provides guidance to the members of Redditch u3a in how to comply with the Equality Act 2010. The Act stipulates that organisations cannot treat someone unfairly on the basis of 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

Redditch 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 main meetings and interest groups where possible and the behaviour between members, the Committee and Interest 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. Redditch u3a Committee will review the reasonable adjustments needed for members with particular needs on an ongoing basis. Where necessary, the Committee will seek guidance and additional support from the u3aPlus sub-committee and/or National Office.

This document is based upon u3a KMS-001 Equality, Diversity and Inclusion Policy version 3.0 dated June 2023 from the Third Age Trust.



## Practical Approaches to Inclusion

### 1. Raising Awareness

Redditch 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.

### 2. Reasonable Adjustments

Redditch u3a will make reasonable adjustments and take practical steps where possible to ensure a wide range of people can participate in our activities and meetings.

These may include:

- Timing:  
Consideration given to the time of day of meetings.
- Location:  
Noting that u3a meetings take place in a variety of locations ranging from church/community halls to members' homes, consideration will be given to venues including:
  - Accessible to wheelchair users
  - Access to PA system and a hearing loop
  - Parking and disabled parking available
  - Disabled toilet facilities available
- Communication:
  - 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
  - Having online (virtual) and/or hybrid meetings when circumstances allow and/or would provide greater accessibility to meetings.

### 3. Recruiting New Members

The Committee will explore working with local community groups to support the recruitment process. The Committee will seek to manage membership growth so that new members can be accommodated.

### 4. Monitoring

Redditch u3a will monitor member numbers on an annual basis, i.e., the numbers of members who join, re-join and leave each year in order to identify any trends in membership. Although unable to measure equality, diversity and inclusion, the Committee will endeavour to maintain an awareness of the membership profile to ensure that the u3a maintains attractive and accessible to all.

## 5. Tasks and Roles

The Committee will seek to ensure that a range of people get their voices heard by encouraging more members to take on roles such as leading interest groups, joining the Committee or other supporting roles.

The Groups Coordinator will ensure that new Interest Group Leaders are made aware of issues in relation to accessibility and what steps they may need to take in meeting access requirements.

The Committee will identify sources of induction and training around equality, diversity and inclusion to Committee Members and Interest Group Leaders on an ongoing basis.

## Code of Conduct

Redditch u3a has a Member Code of Conduct. This Code of Conduct outlines behaviours where members should treat each other with dignity and respect as well as abiding by the u3a's policies and procedures. This would include not acting in a way that would be deemed discriminatory or offensive.

## Dealing with Discrimination and Harassment

Where Redditch u3a Committee becomes 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 Redditch u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Committee. Any matters of concern will be reviewed by the Committee and a decision will be made, in line with the u3a's constitution and formal procedures, as to what steps will be taken to address the issue.

## Definitions (as defined by The Third Age Trust)

**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 particular 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.

The u3a policy has been approved by Redditch u3a Committee on 09/07/2024.

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| <b>u3a</b> |               |               |
|            |               | Date          |
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