

EQUALITY & DIVERSITY POLICY

General Statement

Chorleywood u3a is committed to providing life-enhancing and life-changing opportunities where people no longer in full-time employment come together and learn together, not for qualifications but for its own reward: the sheer joy of discovery. Members share their skills and life experiences; the learners teach and the teachers learn, and there is no distinction between them. Chorleywood u3a is committed to making sure it is inclusive and welcoming to all, and in accordance with the Equality Act 2010.

The aim of this Equality & Diversity Policy is to ensure that no member should suffer disadvantage or receive less favourable treatment on the basis of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Chorleywood u3a will publish its Equality & Diversity Policy and Chorleywood U3A Code of Conduct on its website, and make these available to members at monthly meetings.

Practical Approaches

Chorleywood u3a will take reasonable measures and practical approaches to ensure a wide range of people can take part in our activities and meetings. These may include:

- consideration of the time of day of meetings;
- consideration of venues for meetings including:
 - accessible to wheelchair users;
 - access to PA system and a hearing loop;
- communications:

- easy to read;
- available to people who do not have access to the internet;
- using a range of images that reflect the local community;
- tasks and roles:
 - to make sure a range of people get their voices heard – for
 - example encouraging more members to take on leadership roles within the u3a.

Code of Conduct

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

If any member of Chorleywood u3a feels they have been discriminated against by the Chorleywood u3a or harassed at a Chorleywood u3a event, they should raise this with the Chairman or any other committee member. 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.

If the complaint is against Chorleywood u3a as a whole the committee will investigate. Any committee member who may have been involved in the alleged discrimination or harassment will not be part of conducting the investigation. If necessary, the matter will be referred to and guidance sought from the Third Age Trust national office. If the complaint is upheld the committee must work to ensure that such discrimination or harassment 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 membership of Chorleywood u3a due to discriminatory or harassing behaviour will be made with reference to Chorleywood u3a's constitution [clause 5, sub-clause (iii)]

Chorleywood u3a will support people who feel that they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

Review of Policy

This policy will be reviewed at least every 3 years.

Adoption

This policy was adopted on:

Date

Signed Print name

Committee role