

POLICY UH 009**Equality & Diversity****1. Our aim**

- 1.1 In carrying out its functions as a Charitable Trust Up Holland and District u3a is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.
- 1.2 We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded in everything we do.
- 1.3 We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010.
- age
 - disability,
 - gender reassignment
 - income
 - marriage or civil partnership status
 - pregnancy and maternity,
 - race
 - religion or belief
 - gender and sexual orientation
- (see appendix for explanations).

2. Responsibilities

- 2.1 Members of Up Holland u3a recognise their responsibilities under the Equality Act 2010 (i.e. to protect people from discrimination and unfair treatment on the basis of the above protected characteristics) and are committed to meeting them. We believe that a culture that embraces equality and values diversity will help to ensure that everyone feels involved and included in our plans, programmes and activities.
- 2.2 Up Holland and District u3a understands that for equality to be achieved this policy needs to be made understandable to, and embraced by all members

3. Accessibility

3.1 We are committed to accessibility for all and aim to ensure this by - for example:

- using accessible venues for events and meetings
- using a PA system at meetings as appropriate
- using plain English, and offering accessible communications, for example, emails, letters, reports, sub-titles and publicity materials as far as it is within our means to do so.
- offering reserved seats at Speaker meetings as necessary
- allowing places for carers

Our activities and environments will be continually reviewed to ensure accessibility.

4. Diversity

- 4.1 We aim to organise a range of activities and events to suit the interests and meet the needs of our members
- 4.2 As a u3a we are open to new ideas and promote opportunities for members to share their skills and experiences.
- 4.3 We create links with other local organisations and services that could provide support for our members.

5. Communication

- 5.1 If any member feels they have been discriminated against by any other member they should raise this with their Group leader and the Chair of the Management Committee.
- 5.2 The Committee will investigate the complaint, listening to all members involved and following the guidance regarding grievances in the Committee Reference File. (If the complaint is against a committee member, that member will not be part of conducting the investigation)
- 5.3 If the complaint is against Up Holland and District 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.

6. Review and Action

- 6.1 We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice. It will be reviewed in line with Up Holland & District u3a's Policy Review Schedule.