Malmesbury and District u3a

Equality, Diversity and Inclusion

General Principles

Malmesbury and District u3a must comply with the Equality Act 2010 which stipulates that organisations cannot treat someone unfairly on the basis of what it calls 'protected characteristics'. These are:

- ethnic origin, nationality or race
- Age
- Disability
- Religion or belief
- Marital or civil-partnership status
- Sexual orientation
- Pregnancy
- gender

We will strive to ensure that members do not experience discrimination or harassment on the basis of their protected characteristics. This will include ensuring equal access to groups and expecting wholly civil behaviour between all members at any and every level.

Provisions Made

Membership is for adults over 18 and is not age-dependant, although it is assumed that the u3a provides a social and interest-sharing network for active retirees in their Third Age. This is understood to mean those who have left full-time employment and parental responsibilities behind.

Our 'Code of Conduct', to which all members are expected to adhere, embodies the general principles above. Should any Member be perceived to be in breach of this Code then the Group Leader and/ or the Groups Co-ordinator will seek to address the issue through consultation with the parties concerned and, where necessary, through invoking formal measures in accordance with our 'Disputes, Complaints and Grievances' procedures.

We will ensure that all members feel welcomed and respected, regardless of their background and current circumstance. This will include facilitating the inclusion of members living with particular difficulties. We will make such modifications as we can to assist those members' participation. Our 'Support for members with Specific Difficulties' policy includes four appendices that briefly outline basic issues and reasonable adjustments that Group Leaders and event organisers are encouraged to make for those facing challenges common in the Third-Age.

We also endeavour to ensure that all Members can feel safe when participating in M&D u3a activities and our 'Health, Safety and Risk Assessments' invite Members to be wary of hazards that may arise from their participation in any activity and the Group Leaders and Event Organisers to anticipate possible mishaps and prepare for their mitigation should things go wrong.

Other Issues

Though the organisation is heavily reliant upon electronic communications, we will make alternatives available to those who don't have access to the internet.

Malmesbury & District includes some Third-Agers who are unaware of the opportunity our network offers. We will therefore use a variety of methods and platforms to communicate externally and to raise the profile of our u3a. We will manage subsequent growth in such a way that ensures new members are accommodated positively.