



## Ilkeston u3a Equality, Diversity and Inclusion

### Policy

**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 Ilkeston u3a 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.

### Statement

Ilkeston u3a is a learning co-operative and membership charity which enables members to share educational, creative and leisure activities. Ilkeston u3a members draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). Ilkeston u3a recognises that some people are particularly likely to experience discrimination and harassment and we are committed to making sure that Ilkeston u3a is as inclusive and welcoming as possible.

### Aims of this policy

This policy has been drawn up 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:

- age
- disability
- ethnic origin, nationality (or statelessness) or race
- gender reassignment
- marital or civil partnership status
- pregnancy
- religion or belief (including the absence of belief)
- sex
- sexual orientation

Ilkeston 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 groups and behaviour between its members, Ilkeston u3a Committee Members and 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. Ilkeston u3a Committee will review the reasonable adjustments needed for all members and individual members with particular needs on an ongoing basis. Where necessary, the Committee will seek guidance and additional support from National Office.

## Practical approaches to inclusion

Ilkeston u3a will make reasonable adjustments and take practical steps to ensure all members are able to 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 for example:
  - Accessible for wheelchair users
  - Access to a 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 Ilkeston u3a.
  - Make communications available to those who do not have access to the internet
  - Use a range of images that reflect the local community
- Monitoring:
  - Ilkeston u3a will monitor member numbers i.e. the numbers of members who join, re-join and leave each year in order to identify any trends in membership.

## Code of Conduct

Ilkeston u3a has a member code of conduct. The code of conduct outlines that members should abide by the u3as policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.



## Dealing with discrimination and harassment

1. If any Ilkeston u3a member experience or witness discriminatory behaviour or harassment, this should be reported to Ilkeston u3a Committee.
2. Where Ilkeston u3a Committee become aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned in line with their Complaints or Disciplinary Policy & Procedures.

For further information please refer to national u3a downloads:

<https://www.u3a.org.uk/members-area/support/diversity-and-inclusion>

<b>u3a</b>	<b>Ilkeston u3a Equality, Diversity and Inclusion Policy</b>		
<b>Version</b>	<b>Description of changes</b>	<b>Date</b>	<b>Review Date</b>
Issue 1	Document created	Approved & adopted May 2024	May 2026