



## Accessibility Policy

### Policy Statement

Ilkeston 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). Ilkeston u3a is committed to being as inclusive and accessible as possible for those who meet the criteria for membership. This policy document should be read alongside Ilkeston u3a's Equality, Diversity and Inclusion Policy.

### Aims of the Policy

- Ilkeston u3a takes steps to review accessibility needs for individual members and make reasonable adjustments where possible, to accommodate the needs of members with disabilities and/or health related needs.
- The policy takes into account the requirements of the Equalities Act 2010 and the need for Ilkeston u3a to avoid discriminating directly or indirectly against members with disabilities and/or health related needs.
- The policy will act as a reference point for Committee Members, Group Leaders and individual members in terms of the steps Ilkeston u3a will take. The policy will identify the parameters of the adjustments that can be made.
- Ilkeston u3a is a membership charity and not a service provider. Whilst reasonable adjustments will be made to ensure individuals can participate and can attend (with carers to support their needs, if required) there may be certain requirements that Ilkeston u3a will not be able to accommodate owing to the level of care that an individual may require.

### Practical Approaches for Ilkeston u3a to Increase Access

- An Accessibility Volunteer role to be identified from amongst the membership. This will be a volunteer role/committee member role.
- The Accessibility Volunteer will have responsibility for liaising with the Membership Secretary and Group Coordinator/s on an ongoing basis.
- It is the intention that Ilkeston u3a meetings and groups are accessible and are monitored on an on-going basis.
- Group Leaders will be made aware of what the expectations are required and what adjustments may need to be made e.g. relocating a group held within someone's home to a wheelchair accessible venue.
- Ilkeston u3a will discuss with the member/s who have indicated special needs how these can be met. This will be monitored by the Committee.



- General meetings will as far as possible, be held at a well lit, fully wheelchair accessible venue, spacious enough to cope with wheelchairs, mobility scooters and with a wheelchair accessible toilet.
- Speakers giving visual presentations will be asked to give a good description of the presentation if there is a possibility that people with visual impairment are present.
- At the monthly members meetings, seats will be reserved for members who have impaired hearing or vision as/ when required.
- Committee members and Group Leaders will have access to local or national training designed to support them in raising an awareness of accessibility issues.
- Group Leaders will liaise with the Accessibility Volunteer where there are concerns about an individual's ability to participate. A Personal Member's Risk Assessment is to be completed.
- Ilkeston u3a will encourage and may require members to bring carers with them to activities, as needed, with no additional cost for the carer. The carer will fall under u3a liability insurance unless they are a professional carer, in which case the individual will be covered by their employer's insurance cover.
- Ilkeston u3a 's Group Coordinators will assist with details of an alternative venue and the facilities offered by each, in accommodating different needs.
- Ilkeston u3a hopes all members are able to participate but this may mean that difficult decisions have to be taken in assessing an individual's ability to participate either as a whole or within individual activities. These decisions will always be taken through discussion with the individual member and his or her carer in order to ensure that a fair and considered decision is reached, to include compiling a risk assessment with the individual regarding their ability to participate.
- Ilkeston u3a will seek additional advice and support from the Regional Trustee, u3a National Office, the national website and external specialist organisations as required.

<b>u3a</b>	<b>Ilkeston u3a Accessibilty Policy</b>		
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