

Camberley & District U3A

Equality and Diversity Policy

Statement

Camberley U3A is committed to providing, life-enhancing and life-changing opportunities for retired and semi-retired people who 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.

Camberley U3A recognises that some people are particularly likely to experience discrimination and harassment and is committed to making sure our group is as inclusive and welcoming as possible.

Camberley U3A is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex, or sexual orientation.

We aim to design our activities, services and decision-making processes specifically to encourage and support participation from people who face disadvantage in society.

Aims of Policy

Camberley U3A considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of: -

- ethnic origin, nationality (or statelessness) or race
- disability, religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- gender reassignment
- class or socio-economic status
- political belief.
- pregnancy

Practical Approaches to inclusion

Camberley U3A will make sure all new members are aware of our Equalities policy and the Camberley U3A Code of Conduct.

Camberley U3A will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This 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.

- **Publicity**

Making it easy to read

Available to people who don't have access to the internet.

Ranges of images used that reflect the local community

- **Tasks and Roles**

To make sure a range of people get their voices heard.

Code of Conduct

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Camberley U3A.

Should any member of Camberley U3A feel that they have been discriminated against by any member of Camberley U3A or harassed at any Camberley U3A event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (Should the complaint be against a committee member, that member will not be part of the investigation)

Should the complaint be against a particular individual, that 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 Camberley U3A as a whole, and this is found to be correct, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members as to how it is proposed to do this. Any decision to exclude a person from Camberley U3A due to discriminatory or harassing behaviour will be made with reference to Camberley U3A's Constitution/rules. The Trust will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well.

Reviewing our policy

This policy was agreed by the Trustees of Camberley U3A in November 2019, and will be reviewed at least every 2years.