

West Wilts u3a - Membership Policy

Introduction

This policy provides a basic summary of membership, including procedures for paying annual fees and notes on Equality, Diversity, and Inclusion.

It incorporates the previous payment policy (2018) and a draft policy (2019)

Membership period

The membership year shall run from the start of one AGM to the end of the next. For new members joining after the 30th of November, the period will be extended to cover two AGMs.

Annual Fees

The annual membership subscription fee is £15. From this will be paid the Third Age Trust capitation fee at the current rate. The fee is due at the start of the AGM and on payment an annual membership card will be supplied.

A renewal form will be included with the Spring quarterly magazine.

The amount of the fee can only be changed by agreement at an AGM and a notice period of one year given.

Associate membership

Members of another u3a may join the West Wilts u3a at a reduced rate, currently £11.50

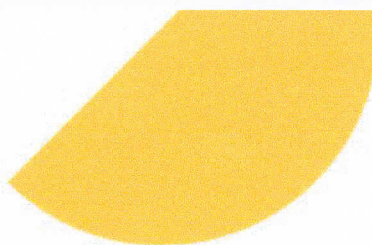
Lapsed membership

Two months after the due date, the membership secretary will inform the committee of those members who have not renewed, and a list circulated to Group Leaders' The committee will decide whether any further action is appropriate

Magazine

Members receive by post a quarterly magazine in March, June, September, and December. Also, a National u3a News magazine 'Third Age Matters' which we provide free to our members, is published five times a year and posted direct to a member's home address (one copy per household).

Associate members will not receive a second copy.



Attendance at Group and General meetings

Non-members and members of other u3a's will be allowed to attend a total of two monthly General meetings and/or Group meetings as a visitor. The annual subscription must be paid in order to attend further meetings. All visitors must sign in and pay an entrance fee of £2 at each visit, or whatever subscription applies, at the time, to a Group meeting.

Code of Conduct

West Wilts u3a has a member code of conduct. The code of conduct outlines that members should abide by the u3a's 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

Where West Wilts u3a Committee become aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.

If any member of West Wilts u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Committee. Any matters of concern will be reviewed by the Committee and a decision will be made, in line with the u3a's constitution and formal procedures, as to what steps will be taken to address the issue.

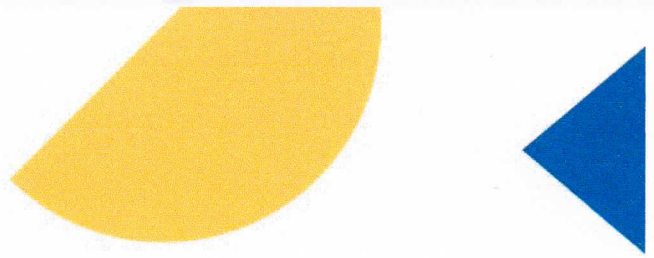
Equality, Diversity, and Inclusion

West Wilts u3a is fully committed to equal opportunities and the following guidelines.

Definitions

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 the u3a Movement 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.

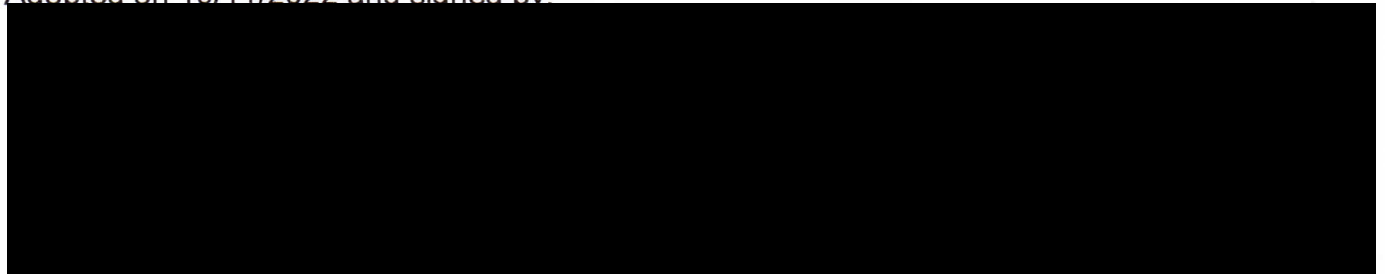
Direct Discrimination is when a person is treated less favourably because of their ethnic origin, nationality (or statelessness) or race, age, disability, religion, or belief (including the absence of belief), marital or civil partnership status, sexual orientation, pregnancy, gender reassignment, political belief.

Indirect Discrimination occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one group.

Harassment is unwanted conduct related to 'protected characteristics' that has the purpose or effect of violating a members dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment is also unwanted conduct of a sexual nature which has that same purpose or effect.

Victimisation occurs when a member is treated less favourably than others in the same circumstances because he or she has made a complaint or an allegation of discrimination, harassment or bullying or given information regarding such a complaint or allegation.

Adopted on 19/11/2022 and signed by:



Dennis Drewett
Chairman

John Marsden
Membership Secretary

West Wilts u3a Membership Policy v2.0