

EQUALITY, DIVERSITY AND INCLUSION POLICY - West Wilts U3A

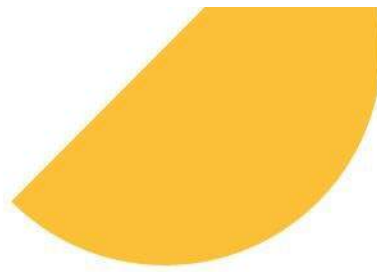
This Policy reflects the suggested policies of the Third Age Trust.

West Wilts U3A welcomes members in their third age, regardless of race, gender or disability, and will not tolerate discrimination of any sort against any new or existing member.

Aims of the Policy

This policy has been drawn up to ensure that the Trustees take steps to accommodate the reasonable needs of members with disabilities and / or health issues. The policy takes into account the requirements of the Equalities Act 2010 and any other relevant legislation. The policy will act as a reference point for all members in terms of the steps the Trustees will take.

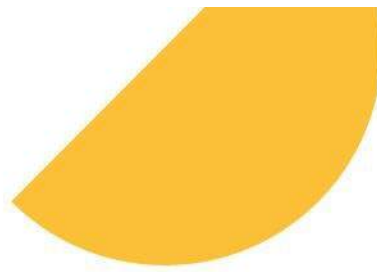
West Wilts U3A is a membership charity and not a service provider, therefore whilst reasonable adjustments will be made to ensure that individuals can participate and can attend with carers to support their needs, there will be certain needs that the U3A will not be able to accommodate due to the level of care that an individual may need.



Practical Approaches to Increasing Access

In ensuring equality of access the Trustees will take the following steps:

- The Groups Co-Ordinator will act as the Accessibility Officer and will have responsibility for liaising with Group Leaders to ensure that groups are accessible and assist group leaders in making any reasonable adjustments that may need to be made.
- The Accessibility Officer will contact new members who indicate that they have a disability or health related issue that may need additional support and/or adjustment and discuss with them what needs they have and how these could reasonably be met .
- General meetings will, as far as possible, be held at a well-lit, fully wheelchair accessible venue, spacious enough to cope with wheelchairs and mobility scooters, and with a sound system in use.
- At the monthly members meetings, as far as is practical seats will be reserved for members who have impaired hearing or vision.
- Access issues will be reviewed by the committee as necessary with a view to any reasonable additional adjustments that may need to be made
- Group Leaders running groups that require a certain level of fitness and/or mobility will be asked to provide this information to members in advance so that members can decide as to whether the group is suitable for them.



- Group Leaders will liaise with the Accessibility Officer where there are concerns about an individual's ability to participate.
- The Trustees will encourage members to bring carers with them to U3A activities, as needed, with no additional cost for the carer, except for the cost of consumables, transport, etc. The carer will fall under U3A liability insurance unless they are a professional carer, in which case the individual will be assumed to be covered by their own or their employer's insurance cover.
- The Trustees have a duty of care to all members and will if thought necessary assess an individual's ability to participate activities. Any decision will be made after discussion with the individual member and his or her carer. If necessary, a risk assessment will be undertaken with the individual.
- The Trustees will seek additional advice and support from U3A, plus, the Regional Trustee, National Office, the national website and external specialist organisations as required.