

Equality, Diversity & 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.

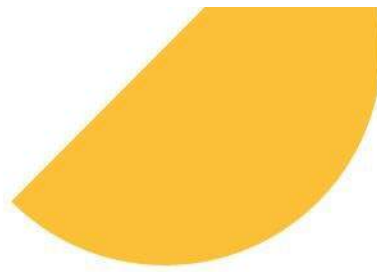
Aims of the Policy

This policy aims to comply with the relevant legislation such as the Equality Act 2010. The Trustees will aim to ensure that members do not experience any form of discrimination, whether or not on the basis of their protected characteristics as set out in legislation and will investigate any alleged incidence of discrimination, in any form. This will include ensuring equal access to groups and behaviour between members and Where necessary, the Trustees will make adjustments with the Accessibility Policy, a copy of which is available from the Secretary.

Practical Approaches to Inclusion

The Trustees will be mindful of the Member Code of Conduct.

- Publicity:
 - ✓ Using a variety of methods and platforms to communicate externally and raise the profile of the u3a.



- ✓ Make communications available to those who don't have access to the internet
- ✓ Use a range of images that reflect the local community
- Tasks and Roles:
 - ✓ Ensure a range of people get their voices heard by encouraging more members to take on roles such as leading groups.

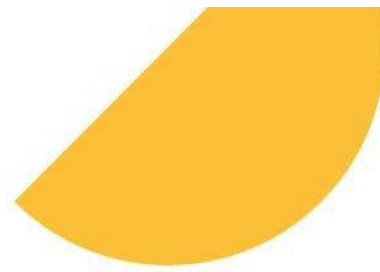
Code of Conduct

WWu3a 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

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

If any member 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 West Wilts U3A constitution which may include suspension or expulsion of a member or members.



Definitions

These are definitions produced by the Third Age Trust

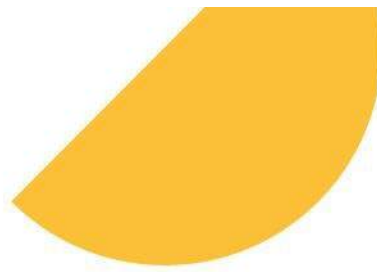
Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, when or whom they were born, or because of other characteristics. Promoting equality is about behaving in a 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 particular group.



Harassment is unwanted conduct related to ‘protected characteristics’ that has the purpose or effect of violating a member’s 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.