

EQUALITY AND DIVERSITY STATEMENT

SW Herts U3A is committed to providing, life-enhancing and life-changing opportunities where people not in full time employment 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. SW Herts 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.

"SW Herts U3A is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, 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".

EQUALITY AND DIVERSITY POLICY

SW Herts 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
Pregnancy
Gender or Gender reassignment
Class or socio-economic status
Political belief

CODE OF CONDUCT

SW Herts U3a has a 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 SW Herts U3A

If any member of SW Herts U3A feels they have been discriminated against by SW Herts U3A or harassed at any SW Herts U3A event they should raise this with the committee. The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend if they so wish. The person making the complaint will also have this opportunity.

If the complaint is against SW Herts U3A as a whole an arbitration decision must be made by the National Office. The committee must then work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to SW Herts U3A's constitution/ rules. SW Herts U3a will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

PRACTICAL APPROACHES TO INCLUSION

SW Herts U3A will make sure all members are aware of our Equalities policy and the U3A Code of Conduct. 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 hearing loop

Publicity

Make it easy to read

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

Tasks and Roles

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

This Policy was adopted by SW Herts U3a on 01/05/2018 and will be reviewed at least every 2years