

Craven u3a Equality and Diversity Policy

The Equality Act came into power in 2010 and merged nine existing pieces of legislation including the Disability Discrimination Act 1995 and the 2006 Equality Act. The Equality and Human Rights Commission website states:

“Equality law affects everyone responsible for running your organisation or who might do something on its behalf, including staff or volunteers if you have them.”

(www.equalityhumanrights.com)

Craven u3a is committed to providing, life-enhancing and life-changing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for its own reward: the learners teach and teachers learn, and there is no distinction between them. Craven u3a recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

Aims of Policy

Craven u3a considers that no member should 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 reassignment
- class or socio-economic status
- political belief

Practical Approaches to Inclusion

Craven u3a is open to everyone.

Craven u3a will make sure all members are aware of our Equalities Policy and Craven 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 meetings
- Consideration of venues for meetings including:
 - Accessible to wheelchair users
 - Access to PA system and or hearing loop

- **Publicity**

- Making it easy to read
- Available to people who don't have access to internet
- Range of images used that reflect the local community

- **Tasks and Roles**

- To make sure a range of people get their voices heard e.g. encouraging more women to take on roles such as chairing meetings

Code of Conduct

Craven 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 Craven u3a.

If any member of Craven u3a feels they have been discriminated against by the Craven u3a or harassed at any Craven 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. The person making the complaint will also have this opportunity.

If the complaint is against Craven u3a as a whole, the Committee must 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 Craven u3a's constitution. The Association 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.

Reviewing the Policy

This policy was adopted at the Committee meeting of Craven u3a on 18th May 2018 and will be reviewed every two years.

Reviewed with no changes 26th March 2021.

Reviewed with no changes April 2023.