

Craven u3a Equality, Diversity and Inclusion 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 a learning co-operative and membership charity, which enables retired and semi-retired people to share educational, creative and leisure activities for their mutual health and well-being. Craven 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.

Aims of Policy

Craven u3a considers that no member should be disadvantaged, or receive less favourable treatment on the basis of ‘protected characteristics’:

- 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
- 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 its Equality, Diversity & Inclusion Policy and Code of Conduct. Craven u3a will take reasonable measures and practical approaches to ensure a wide range of people take part in its 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
 - parking and disabled parking
 - disabled toilet facilities
 - Access to PA system and or hearing loop

- allow members with additional needs to bring a career with them at no additional cost
- Publicity
 - Making it easy to read
 - Available to people who don't have access to the internet
 - using a range of images that reflect the local community
- Recruiting new members
 - contacting agencies working with community groups who may be harder to reach
 - encouraging members who are representative of the groups who are underrepresented to assist with the recruitment process
 - managing growth so that we ensure that new members can be accommodated
- Tasks and Roles
 - To make sure a range of people have their voices heard by encouraging more members to take on roles such as leading groups
 - the groups co-ordinator will ensure that group leaders are made aware of issues in relation to accessibility and what steps they may need to take in meeting access requirements
 - craven u3a will offer induction and training around equality, diversity and inclusion to committee members and group leaders on an ongoing basis

Code of Conduct

Craven u3a has a Code of Conduct. All members should abide by its policies and procedures, as well as treating each other with dignity and respect. 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.

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 ensures 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), race, age, disability, religion or belief (including the absence of belief), marital or civil partnership status, sexual orientation, pregnancy, gender reassignment or 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 '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.

Related Documentation

- Complaints Procedure

Reviewing the Policy

This policy was adopted at the Committee meeting of Craven u3a on 13th April 2025 and is to be reviewed every two years.