

Tetbury and District u3a Equality and Diversity Policy

Equality and Diversity Policy Statement

Tetbury and District 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 sheer joy of discovery.

Members share their skills and life experiences and learn from each other.

Tetbury and District u3a recognises that some people are more likely to experience discrimination and harassment and is committed to ensuring that our group is as inclusive and welcoming as possible.

Tetbury and District u3a is committed to treating all people equally and with respect.

We aim to design our activities, services and decision-making processes to encourage and support participation

Aims of our Policy

Tetbury and District u3a considers that no member should suffer disadvantage or receive less favourable treatment because of

- Ethnic origin, nationality (or statelessness) or race
- Disability
- Religion or belief
- Gender
- Age
- Class or socio-economic status
- Marital or civil partnership status
- Sexual orientation
- Gender reassignment
- Political belief

How will we put our policy into practice?

We will make sure that all Tetbury and District u3a members are aware of our policy, which will be on our website.

We will take all reasonable measures to ensure that a wide range of people can take part in our activities and meetings. This will include:

- Consideration of the timing and day of meetings
- Consideration of venues for meetings including
 - Accessibility for wheelchair users
 - Access to a PA system and a hearing loop
- Publicity
 - Making it easy to read

- Available to people who do not have access to the internet
- Tasks and Roles
 - To make sure that a range of people get their voices heard

Tetbury and District u3a Code of Conduct

Tetbury and District u3a values the contribution of every member and as such sexist, racist, homophobic or transphobic, or otherwise offensive and inflammatory remarks and behaviour are not acceptable in any form.

These constitute harassment and have no place in Tetbury and District u3a.

If any member of Tetbury and District u3a feels that they have been discriminated against by a Tetbury and District u3a member or harassed at a Tetbury and District u3a event , they should raise this with the committee, who will investigate following Tetbury and District u3a Complaints Procedure.

Reviewed 27 September 2021 (LDM)