

Cirencester U3A

Equality, Diversity and Inclusivity Policy

(including Code of Conduct)

Statement

Cirencester U3A is committed to providing life-enhancing opportunities for retired and semi-retired people who come together to learn and enjoy various activities, 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.

Cirencester U3A recognise that some people may experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

Cirencester U3A is committed to treating all people equally and with respect, irrespective of their age, disability, gender, marriage or civil partnership, race, religion or belief, sex, or sexual orientation.

We aim to design our activities, services and decision-making processes to encourage and support participation from people who face disadvantage in society.

Aims of Policy

Cirencester 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
- gender
- class or socio-economic status
- political belief.

Practical Approaches to inclusion

- Cirencester U3A will make sure all members are aware of our Equality, Diversity and Inclusivity Policy and the Cirencester U3A Code of Conduct.
- Cirencester U3A will take reasonable measures and practical approaches to help a wide range of people take part in our activities and meetings.

These measures may include:

- Consideration of the time of day of meetings

- Consideration of venues for meetings including:
 - Accessibility for wheelchair users
 - Access to PA system and a hearing loop.
- Making publicity hard copy easier to read and available to those without internet access.
- The use of a range of images that reflect the local community
- Tasks and Roles – try to ensure that a range of people feel able and are encouraged to take on active roles within Cirencester U3A

Cirencester U3A 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 within Cirencester U3A.

If any member of Cirencester U3A feels that they have been discriminated against by any member of the Cirencester U3A or harassed at any Cirencester U3A event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (See Complaints Policy & Process in a separate document.)

Reviewing our policy

This policy was adopted at a meeting of Cirencester U3A Committee on 7th August and will be reviewed at least every 3 years.

Signed: *A. R. Natt*

Date: 21st August 2019

Chairman, Cirencester U3A

Date for Review: August 2022

N.B. Accessibility - If you have particular requirements, for example if you have limited mobility, sight or hearing, please let us know and we will do our best to help. Please contact the Group Leader before joining a group to discuss any issues or email a Member of the Committee to discuss your needs.