

# Welwyn Hatfield U3A

## Equality and Diversity Policy (Inclusion policy)

### Statement

Welwyn and Hatfield U3A recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure that our group is as inclusive and welcoming as possible.

Welwyn and Hatfield 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.

### Aims of the policy

Welwyn and Hatfield U3A considers that no member should suffer disadvantage or receive less favourable treatment on the basis set out in the Equality Act 2010:

Ethnic origin, nationality (or statelessness) or race

Disability

Religion or belief (including absence of belief)

Marital or civil partnership status

Sexual orientation

Pregnancy

Gender reassignment

Class or socio-economic status

Political belief

### Practical Approaches to inclusion

Welwyn and Hatfield U3A will make sure all new and existing members are aware of our Equalities policy and Welwyn and Hatfield 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 venues for meeting

accessible wheelchair access, disabled toilets,

PA system and suitable equipment for people with hearing difficulties.

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

U3A paper work should be easy to read, and available in large font if requested.

Those with a disability may bring a carer with them to the study groups and weekly meetings – free of charge. If an individual's condition deteriorates to a level that the individual may be at risk, they can only attend the study group or meeting if they are accompanied by a carer/family member /friend.

## **Code of Conduct**

If any member of Welwyn Hatfield U3A feels they have been discriminated against by the Welwyn Hatfield U3A or harassed at a 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, and may be accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against Welwyn Hatfield U3A as a whole, the Committee must work to ensure that such discrimination is not repeated , 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 Welwyn Hatfield constitution. The Committee of Welwyn HatfieldU3A will support people who feel that they have been harassed or discriminated against.

- February 2020

Signed

Date