



Belper & District u3a

EQUALITY & DIVERSITY POLICY

Belper & District u3a is committed to providing life-enhancing and life-changing opportunities where people no longer in full-time employment 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; the learners teach and the teachers learn, and there is no distinction between them. Belper & District u3a is committed to making sure it is inclusive and welcoming to all, and in accordance with the Equality Act 2010.

The aim of this Equality & Diversity Policy is to ensure that no member should suffer disadvantage or receive less favourable treatment on the basis of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation – and other individually specific needs that may engender vulnerability


Belper & District u3a will publish its Equality & Diversity Policy on its website.

Practical Approaches

Belper & District u3a will take reasonable measures and practical approaches to ensure a wide range of people can take part in our activities and meetings. These may include:

- consideration of the time of day of meetings;

- consideration of venues for meetings including:
 - accessible to wheelchair users;
 - access to PA system and a hearing loop;
 - communications:
 - easy to read;
 - available to people who do not have access to the internet;
 - using a range of images that reflect the local community;

- tasks and roles:
 - to make sure a range of people get their voices heard – for example encouraging more members to take on leadership roles  within the u3a.

Review of Policy

This policy will be reviewed at least every 3 years.

Adoption

This policy was adopted on: 10 July 2023

Julie Butler

Chair

Belper & District u3a