



Belper and District U3A

Equality and 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; they draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). Belper and District u3a recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure that the u3a is as inclusive and welcoming as possible.

Aims of this policy

This policy has been drawn up to comply with the Equality Act 2010. The Act stipulates that organisations cannot treat someone unfairly on the basis of what it calls 'protected characteristics', which are:

- 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
- sex

- other individually specific needs that may engender vulnerability

Belper and District U3A will publish its Equality and Diversity Policy on its website.

It will take reasonable measures and practical approaches to ensure a wide range of people can take part in its activities and meetings. These may include:

- Consideration given to the time of day of meetings and their location.
- Consideration of venues for meetings including:
 - Accessible to wheelchair users
 - Access to PA system and a hearing loop

- Publicity:

- Make communications available to those who don't have access to the internet and in an easy to read format
- Use a range of images that reflect the local community
- **Tasks and Roles:**
Ensure a range of people get their voices heard by for example encouraging more members to take on leadership roles within the u3a

Dealing with discrimination and harassment

Where Belper and District u3a Committee become aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.

Review of Policy

This policy will be reviewed at least every three years.

Adoption

This policy was adopted on 1st May 2026

Janet Ingram

Chair

Belper and District u3a