

Bingham U3A Equality and Diversity Policy

Statement

Bingham 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: the learners teach and the teachers learn, and there is no distinction between them. Bingham U3A recognises that some people are particularly likely to experience discrimination and harassment and are committed to making sure the group is as inclusive and welcoming as possible.

Bingham U3A is committed to treating all people equally and with respect irrespective of their age, level of ability or disability, gender, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation or gender reassignment. We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society.

Policy Aims

Bingham 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
- pregnancy
- gender reassignment
- class or socio-economic status
- political belief

Practical Approaches to Inclusion

Bingham U3A acknowledges and understands that not all disabilities are visible or communicated to the committee and/or its membership.

Bingham U3A will make sure all members are aware of our Equality and Diversity policy and U3A Code of Conduct.

Bingham U3A will take reasonable measures and practical approaches to anticipate members' requirements and to ensure our activities and meetings are as inclusive as possible. These may include:

- consideration of the time of day of meetings and group sessions
- consideration of venues for meetings and group sessions, including:
 - accessibility for those with impaired mobility, including wheelchair users
 - access to a PA system and hearing loop
 - access to toilets
 - access to suitable visual displays and related technology
 - the availability of portable ramps and a portable hearing loop
 - the use of accessible transport
- Publicity
 - making it easy to read
 - availability for those without access to the internet

- using a range of images that reflect the local community
- Tasks and Roles
 - making sure a range of people have a voice

Code of Conduct

Bingham U3A has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviours are not acceptable. These constitute harassment and have no place in Bingham U3A.

If any member of Bingham U3A feels they have been discriminated against by Bingham U3A or one of its members or harassed at a Bingham 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 play a part in conducting the investigation.)

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will have a similar opportunity.

If the complaint is against Bingham U3A as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory behaviour or harassment will be made with reference to Bingham U3A's Constitution and other relevant documents. The U3A Association will support people who feel they have been harassed or discriminated against and will not victimise them or treat them less well because they have raised this.

Reviewing the Policy

This Policy was adopted at a meeting of Bingham U3A on 11.02.20 and will be reviewed annually.

Reviewed, May 2024