

Equality and Diversity

Settle District U3A Equality and Diversity Policy.

Context

The Equality Act came into power in 2010 and merged nine existing pieces of legislation including the Disability Discrimination Act 1995 and the 2006 Equality Act. The Equality and Human Rights Commission website states: "Equality law affects everyone responsible for running your organisation or who might do something on its behalf, including staff or volunteers if you have them." (www.equalityhumanrights.com) Settle District 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 learners teach and teachers learn, and there is no distinction between them. Settle District U3A (sdu3a) recognises that some people are particularly likely to experience discrimination and harassment and is committed to making sure it is as inclusive and welcoming as possible.

Settle District U3A (sdu3a) considers that no member should be disadvantaged, 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

Procedure

Settle District U3A (sdu3a) is open to everyone eligible for U3A membership.

Settle District U3A will make sure all members are aware of our Equalities Policy and Settle District U3A (sdu3a) Code of Conduct.

Settle District 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 the time of day and place for meetings
- Consideration of venues for meetings to ensure they are fully accessible wherever possible
- Consideration of publicity to ensure it is easy to understand by all members including those

who do not have access to the internet and to ensure that it uses a range of images

- Consideration of tasks and roles to ensure they are fully representative of the membership

If members feel they have been harassed and/or discriminated against on one or more of these grounds at any Settle District U3A (sdu3a) event they should raise this with the Chair. Settle District U3A (sdu3a) will support anyone who feels they have been harassed or discriminated against and will not victimise or treat them less well because they have raised their concerns.

If the complaint concerns a particular individual it will be investigated in accordance with the Settle U3A (sdu3a) Disciplinary Procedure. If the complaint concerns Settle District U3A (sdu3a) as a whole



the Chair will raise the matter with the Committee. The Committee will identify appropriate measures which will ensure such discrimination is not repeated in the future and will

inform the members of these measures and how they will be introduced.

Availability and changes to this policy

This policy and any appendices will be reviewed annually by the Committee. It is available on the Settle District U3A (sdu3a) website or by contacting a Committee member. This policy may change from time to time. Members will be informed via the newsletter and/or the monthly meetings when any material changes are made to Settle District U3A's (sdu3a) policies and procedures. Members should contact any member of the Committee if they have any queries about this policy, need it in an alternative format, or have any complaints about our equality and diversity practices.

Date of next review

November 2024