

Thanet u3a Equality, Diversity and Inclusion Policy

Purpose

The Charity Commission in England and Wales enquires as to the existence of this policy within the annual return questionnaire.

Thanet u3a is a learning, co-operative and membership charity which enables members to share educational, creative and leisure activities. Members of Thanet u3a draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). Thanet u3a recognise that some people may experience discrimination and harassment and Thanet u3a is committed to making sure that the u3a is as inclusive and welcoming as possible.

Aims of this policy

This policy for Thanet u3a 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:

- age;
- disability;
- gender reassignment;
- marital or civil partnership status;
- ethnic origin, nationality (or statelessness) or race;
- religion or belief (including the absence of belief);
- sex; and
- sexual orientation.

Thanet u3a will strive to ensure that members do not experience discrimination on the basis of their protected characteristics and, in addition, of their class or socio-economic status, pregnancy or political belief. The Equality Act highlights that organisations need to consider what '**reasonable adjustments**' can be made in order to accommodate those who may have particular needs. Thanet u3a Committee will review the reasonable adjustments needed for all members and individual members with particular needs on an ongoing basis. We aim to design our activities, services and decision-making processes specifically to encourage and support participation from people who face disadvantage in society. Where necessary, the Committee will seek guidance and additional support from the u3a Plus sub-committee and/or National Office.

Practical approaches to inclusion

Thanet u3a will make sure all new members are aware of our policies and procedures in relation to equality, diversity, inclusion and accessibility as well as the Thanet u3a Member

Code of Conduct. Thanet u3a will make reasonable adjustments and take practical steps to ensure a wide range of people can participate in our activities and meetings. This may include:

- Consideration given to the time of day of meetings and their location.
- Consideration of venues for meetings including:
 - accessibility for wheelchair users;
 - access to PA system and a hearing loop;
 - availability of parking and disabled parking; and
 - availability of disabled toilet facilities
- Publicity:
 - Thanet u3a will use a variety of methods and platforms to communicate externally and raise the profile of the u3a.
 - It will make communications available to those who don't have access to the internet. This includes, where possible, making large print items available.
- Monitoring:
 - Thanet u3a Committee will review the diversity of the membership on an ongoing basis and will seek to ensure that the u3a remains attractive and accessible to all.
- Tasks and Roles:

The Groups Coordinator will ensure that new Group Leaders are made aware of issues in relation to accessibility and what steps they may need to take in meeting access requirements.

Code of Conduct

Thanet u3a has a member code of conduct which can be found on the Thanet u3a website: <https://thanet.u3asite.uk/how-to-join-us/>. The code of conduct outlines that members should abide by the Thanet u3a's policies and procedures as well as treating each other with dignity and respect. This includes not acting in a way that would be deemed discriminatory or offensive.

Dealing with discrimination and harassment

Where Thanet 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.

If any member of Thanet u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Committee. Any matters of concern will be reviewed by the Committee and a decision will be made, in line with the u3a's constitution and formal procedures, as to what steps will be taken to address the issue.

Review date: 22 July 2026

Reviewed by: Tina Hubbard, Mike Trevethick, Nickie Holding, Ross Holding

Approved by: Thanet u3a committee

Date of next review – no later than August 1, 2027

Further information of the definitions of equality, promoting diversity, inclusion, direct discrimination, indirect discrimination, harassment and victimisation can be found on the National u3a website:

<https://www.u3a.org.uk/agm-2020/equality-diversity-and-inclusion-policy-sample-for-england-scotland-and-wales?highlight=WyJlcXVhbGl0eSJd>