



Islington u3a

EQUALITY, DIVERSITY AND INCLUSION POLICY

Statement

Islington u3a is a learning co-operative and membership charity which enables members in their third age to share educational, creative and leisure activities. Members draw upon their knowledge, skills and experience to teach and learn from each other. Islington u3a 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

Islington u3a is an entirely volunteer based charitable organisation without any paid staff and all of its activities are entirely dependent on what its members, as volunteers, are prepared to do. It was established as an internet based organisation for internal communications. In this context Islington u3a will do its best (bearing in mind all its trustees are volunteers) to ensure that members do not experience discrimination on the basis of their protected characteristics. This includes access to groups, events, behaviour between members, and by Committee Members and group leaders.

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. Islington u3a Executive Committee will review the reasonable adjustments they are able to make for members on an ongoing basis. In particular:

- 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
 - Accessible toilet facilities available



- Publicity:
 - Using a variety of methods and platforms to communicate externally
 - Make communications available to those members who don't have access to the internet
 - Use a range of images that reflect the local community

Practical approaches to inclusion

Islington u3a will draw the attention of all new members to our policies and procedures in relation to equality, diversity and inclusion as well as the Member Code of Conduct.

It will facilitate a range of people to get their voices heard by encouraging members to get involved in running Islington u3a.

Code of Conduct

Islington u3a has a Member Code of Conduct. The Code outlines that members must abide by the u3as policies and procedures and treat each other with dignity and respect.

Dealing with discrimination and harassment

Where Islington u3a Chair become aware of any discriminatory practice or harassment, it must be dealt with in accordance with the Islington u3a Complaints Procedure, and if appropriate (as set out in that document), under the Islington u3a Disciplinary Procedure.

If any member of Islington u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Chair of Islington u3a.

Definitions

Equality means that every individual has an equal opportunity to make the most of their lives and talents and no one should have poorer life chances because of where, when or whom they were born, or because of other characteristics. Promoting equality means behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and do not experience discrimination.

Promoting diversity means recognising that everyone is different and creating an environment that values members and ensuring that the u3a Movement is as accessible as possible to different groups within the community.

Inclusion means positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.

Direct Discrimination is when a person is treated less favourably because of their 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, political belief.

Indirect Discrimination occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group.

Harassment is unwanted conduct related to 'protected characteristics' that has the purpose or effect of violating a member's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment is also unwanted conduct of a sexual nature which has that same purpose or effect.

Victimisation occurs when a member is treated less favourably than others in the same circumstances because he or she has made a complaint or an allegation of discrimination, harassment or bullying or given information regarding such a complaint or allegation.

This policy was adopted on: 25.3.24

Review date: March 2027