

Equal Opportunities Policy

POLICY

U3AC will conform to the relevant statutory criteria and adopt and execute recognised good practice in implementing equal opportunity for its members.

PROCEDURES

- In its publicity and public relations U3AC will endeavour to achieve the maximum degree of equality of access to its activities to all qualified for membership.
- Membership is open to anyone not or no longer in full time employment on payment of an enrolment fee and the annual subscription.
- No-one shall be excluded from membership except by any specific procedures set down in the Constitution or added by Council and for good cause (e.g. disrupting U3AC's activities or misusing its facilities).
- All members may offer to lead courses, volunteer to help, or stand for office, on an equal basis.
- Membership of U3AC provides access to its courses and Lecture series and to various cultural and social activities on payment of an additional fee.
- To provide equality of opportunity to all members to gain places on the courses of their choice, members annually submit a prioritised bid of their choices, selected from the course Programme. Places on courses are allocated on the basis of the bids received - by a given closing date. An automated process of selection is made to ensure fairness which is intended to offer members a place on their first-choice course or in accordance with their stated preferences.
- The Lecture series are open to all members, up to the limitation of the capacity of the lecture theatre, and are free.
- Application for visits is open to all members. Places for visits are filled on either a first come basis or a ballot. The methodology is included on the visit application form. Visits organised for a specific course may be for members on that course only.
- Funds may be made available to subsidise membership fees for members unable to afford such fees provided that any such member shall pay a minimum fee of £10.
- U3AC endeavours to provide access to courses, facilities, lecture venues and trips for members with a disability.

Approved by Council: 4 October 2019

Next review date: October 2022