

Equality, diversity and inclusion policy (members)

Policy objectives

U3AC is committed to encouraging equality, diversity and inclusion among its membership, and eliminating unlawful discrimination.

U3AC aims to create an environment for members and prospective members free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and one where differences between individuals are recognised and valued.

All members and prospective members will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Equality Act 2010 'Protected Characteristics'), apart from any necessary and limited exemptions and exceptions allowed under the Act.

The U3AC Secretary, in conjunction with the Operations Manager, has responsibility for this policy and for regularly monitoring it.

Policy commitments

- All U3AC staff and trustees will be made aware of the objectives of this policy and their role in ensuring that U3AC meets its commitments.
- Under the terms of U3AC's Constitution, membership will be open to anyone not or no longer in full time employment on payment of an enrolment fee and the annual subscription.
- No-one will be excluded from membership of U3AC unless the trustees have strong grounds for believing that it is in the best interests of the organisation that their application be refused. In such a case, the trustees will give the applicant their reasons for their refusal within 21 days of the decision being taken, and offer the applicant the opportunity to appeal. Full and fair consideration will be given to any such appeal, but in the event that the trustees confirm refusal of the application their decision will be final.
- In the event that the trustees believe that it is in the best interest of U3AC that an existing membership is terminated, they must show good cause (e.g. the member is seriously disrupting U3AC's activities or misusing its facilities), and at least two-thirds of the trustees must pass a resolution to that effect. Before a final decision is made, the member will be given at least 21 days' notice in which to make representations to the trustees as to why they should not be removed from membership. The representations will be considered at a duly constituted meeting of the trustees, at which the member and/or the member's representative may be present if they wish.
- To provide equality of opportunity to all members to gain places on the courses of their choice, members will annually submit a prioritised bid of their choices, selected from the Programme. After an advertised closing date, places on courses will be allocated using a computer algorithm that ensures fairness across the membership.
- U3AC's Lecture series will be open to all members, without limitation when they are held by Zoom, and only limited to the capacity of the room when they are (also) held face to face, when places will usually be allocated on a first come first served basis
- Applications for visits organised by U3AC's Social and Cultural Committee will be open to all members. Places for visits that are oversubscribed will be allocated by ballot to give all applicants an equal chance.

- In addition to attending its courses and lectures, etc., all members will be encouraged equally to play an active role in U3AC, for example by offering to become a tutor, volunteering to support U3AC staff in multiple ways, or standing for election as trustees.
- A substantial discount on the subscription price will be offered to members in receipt of pension credit.
- U3AC will endeavour to provide access to courses, facilities, lecture venues and trips for all members with mobility difficulties or other special needs and to provide support for members with hearing or visual impairments.
- U3AC will endeavour to ensure that, in all its publicity materials and communications to the public, its commitment to encouraging equality, diversity and inclusion among its membership is made clear.

