

Dronfield and District u3a

Equality, Diversity & Inclusion Policy V1.1

This document is available on the Policies page of the DDU3a website.

Date Approved: 23 September 2024

Next Review Date: No later than September 2026

1. Introduction

- a. This policy is based upon the Third Age Trust's Model Policy and adds local practice guidance to augment the national document and clarify issues for members locally where appropriate.
- b. DDU3a is a charity which enables its members to share educational, creative and leisure activities. Members draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). DDU3a recognises that some people are particularly likely to experience discrimination and harassment and endeavours to ensure that it is as inclusive and welcoming as possible.

2. Policy

- a. 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
 - political belief
- b. DDU3a will strive to ensure that members do not experience discrimination on the basis of their protected characteristics. This will include ensuring equal access to groups and 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. DDU3a will review the reasonable adjustments needed for all members and individual members with particular needs on an ongoing basis.

3. Practical Approaches to Inclusion

- a. DDU3a will endeavour to ensure that all members are aware of our policies and procedures in relation to equality, diversity and inclusion and accessibility as well as the Member and Trustee Code of Conduct. It will take practical steps, wherever possible to ensure a wide range of people can participate in our activities and meetings. This may include consideration of:
 - the time and location (virtual and/or face to face) of meetings.
 - publicity material
 - recruitment of new members

- monitoring membership
- ensuring that all members receive information either by email, post or personal delivery
- encouraging members to take on the tasks and roles necessary to support the organisation
- additional needs of members (audio, visual)

4. Member and Trustee Code of Conduct

- a. DDU3a has a member code of conduct. The code of conduct outlines that members should abide by its policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.

5. Dealing with Discrimination and Harassment

- a. If any member of DDU3a feels that they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Committee Chair. Any matters of concern will be reviewed by the Committee and a decision will be made, in line with the constitution and formal procedures, as to what steps will be taken to address the issue.

6. Definitions

- a. Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, when or whom they were born, or because of other characteristics. Promoting equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and do not experience discrimination.
- b. Promoting diversity is about 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.
- c. Inclusion is about positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.
- d. 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
- e. 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.
- f. 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.
- g. 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.

Document History		
Date	Version Number	Summary of Changes
23 Sep 2024	1.1	Paragraph numbering changed to match other DDU3a policies. Hyperlinks to DDU3a's old website removed throughout the document. DDU3A changed to DDU3a throughout the document. Para 1.a Reference to "in their third age" deleted Paras 3 & 4 Reference to Member Code of Conduct changed to Member and Trustee Code of Conduct.
15 March 2021	1	New policy approved