

u3a Harborne and Edgbaston
(Registered Charity Number: 1101356)

EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Statement

- 1.1 Harborne and Edgbaston u3a is committed to providing life-enhancing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for the joy of discovery. Members share their skills and life experiences: the learners teach and the teachers learn and there is no distinction between them. Harborne & Edgbaston u3a recognises that some people might be particularly likely to experience discrimination and harassment and is committed to making sure our group is as inclusive and welcoming as possible.
- 1.2 Harborne & Edgbaston u3a is committed to treating all people equally and with respect, as set out in 2.1 below (

2. Aims of Policy

- 2.1 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 absence of belief)
 - Marital or civil partnership status
 - Sexual orientation
 - Pregnancy
 - Gender reassignment
 - Sex

Harborne & Edgbaston u3a 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 Harborne & Edgbaston

u3a Committee Members and group coordinators. 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. Harborne & Edgbaston u3a Committee will review the reasonable adjustments needed for all members and individual members with particular needs on an ongoing basis. Where necessary, the Committee will seek guidance and additional support from the u3aPlus sub-committee and/or National Office.

- 2.2 This policy will be made available on Harborne & Edgbaston's website and also in paper format on request. Members will be made aware of this and other u3a policies on taking up membership and at the time of renewal.

3. Practical approaches to inclusion

- 3.1 Harborne & Edgbaston u3a will endeavour to take all reasonable steps to accommodate the needs of existing and potential members with impaired mobility, hearing or vision to ensure that they can participate as fully as possible in both general meetings and interest/activity groups.
- 3.2 This will include consideration of the time of day of meetings, consideration of the venue for large meetings, including accessibility and facilities for wheelchair/mobility scooter users, access to a PA system and a hearing loop. Publicity and information will be made available to people who do not have access to the internet. It will also be made clear to read. Those members or potential members with impaired vision should be consulted about the way their needs can be best met, for example considering the format, font type and size and the colour of documents.
- 3.3 Speakers giving visual presentations will be asked to give a good description of the presentation to assist people with visual impairment who may be present.
- 3.4 Members who cannot participate in their chosen Harborne & Edgbaston u3a activities without help may bring a

companion/carer with them, who for the time they are in attendance, will be covered by the liability insurance provided by the Third Age Trust. (The only exception to this is a professionally employed carer who would have to be covered by an individual liability policy.)

- 3.5 Some of Harborne & Edgbaston's Interest Group Meetings are held in the homes of the Group Co-ordinators. They will try to take all reasonable steps to make their activities accessible and available to members with impairment of mobility, hearing or vision. Clearly there will be some activities, such as sports or walking, where participation has to be restricted for some if not all sessions. This should be carefully explained by Group Co-ordinators to members or potential members and any difficulties should be reported via the Groups' Secretary to the Committee.

4. Code of Conduct

- 4.1 Harborne & Edgbaston u3a has a member code of conduct which outlines that members should abide by the u3a's policies and procedures as well as treating each other with dignity and respect. Bullying, harassment via sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable and will not be tolerated in Harborne & Edgbaston.

5 Procedures for dealing with discrimination and harassment

- 5.1 If any member of Harborne & Edgbaston u3a feels they have been discriminated against by a Harborne & Edgbaston u3a member, the Harborne & Edgbaston u3a itself or harassed at a Harborne & Edgbaston u3a event, they should raise this with the Committee. The Committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation.)
- 5.2 If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied

by a friend if wanted. The person making the complaint will also have this opportunity.

- 5.3 If the complaint is against Harborne & Edgbaston u3a as a whole, the Committee must work to ensure that such discrimination is not repeated in future and must inform the members of how they intend to do this. Complaints can be escalated to the u3a West Midlands Regional Trustee.
- 5.4 Any decision to exclude a person from Harborne & Edgbaston u3a due to discriminatory or harassing behaviour will be made with reference to Harborne & Edgbaston's constitution/rules. The Harborne & Edgbaston u3a and Third Age Trust will support people who feel they have been harassed or discriminated against and will not victimise them for raising their concerns.

Adopted: 13 August 2026 based on The Third Age Trust KMS-001
Equality, Diversity and Inclusion Policy sample, June 2023
Editorial review: August 2026
Further review: August 2029

Revision History

Revision No.	Revision Date	Nature of Revision	Approved