

# Cotgrave & District U3A



## Equality and Diversity policy

### *Statement*

Cotgrave & District U3A is committed to providing, life-enhancing and life-changing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for its own reward: the sheer joy of discovery! Members share their skills and life experience: the learners teach and the teachers learn and there is no distinction between them. Cotgrave & District U3A recognize that some people are particularly likely to experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

*Cotgrave & District U3A is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to design our activities, services and decision making processes specifically to encourage and support participation from people who face disadvantage in society.*

### *Aims of Policy*

Cotgrave & District U3A considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:

- ethnic origin, nationality (or statelessness) or race
- disability
- religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- pregnancy
- gender reassignment
- class or socio-economic status
- political belief.

### *Practical Approaches to Inclusion*

Cotgrave & District U3A is open to all who are retired or semi-retired

Cotgrave & District U3A will make sure all new members are aware of our Equalities policy and Cotgrave & District U3A Code of Conduct. U3A will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This may include:

Consideration of the time of day of meetings

Consideration of venues for meetings including:

Accessible to wheelchair user

Access to PA system and a hearing loop.

## Publicity

Making it easy to read  
Available to people who don't have access to the internet  
Range of images used that reflect the local community

## Tasks and Roles

To make sure all members can get their voices heard.

## ***Code of Conduct***

Cotgrave & District U3A has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Cotgrave & District U3A

If any member of Cotgrave & District U3A feels they have been discriminated against by the Cotgrave & District U3A or harassed at a Cotgrave & District 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 take part in conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against Cotgrave & District U3A as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the Cotgrave & District U3A due to discriminatory or harassing behaviour will be made with reference to Cotgrave & District U3A's constitution and Grievance/disciplinary procedures. The Trust will support people who feel they have been harassed or discriminated against, and will not victimize or treat them less well because they have raised this.

This policy was adopted at a meeting of the Cotgrave & District U3A Executive Committee on 27 September 2018 and will be reviewed at least every 2 years.