



# North London U3A

## Code of Conduct

### for all NLU3A members

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#### **Guiding principles of the u3a movement**

The u3a movement is non-religious and non-political and has three main principles:

#### The Third Age principle

- Membership of a u3a is open to all in their third age, which is defined not by a particular age but by a period in life in which full-time employment has ceased.
- Members promote the values of lifelong learning and the positive attributes of belonging to a u3a.
- Members should do all they can to ensure that people wanting to join a u3a can do so.

#### The self-help learning principle

- Members form Interest Groups covering as wide a range of topics and activities as they desire: by the members, for the members.
- No qualifications are sought or offered. Learning is for its own sake, with enjoyment being the prime motive, not qualifications or awards.
- There is no distinction between the learners and the teachers; they are all u3a members.

#### The mutual aid principle

- Each u3a is a mutual aid organisation, operationally independent but a member of The Third Age Trust, which requires adherence to the guiding principles of the u3a movement.
- No payments are made to members for services rendered to any u3a.
- Each u3a is self-funded with membership subscriptions and costs kept as low as possible.
- Outside financial assistance should only be sought if it does not imperil the integrity of the u3a movement.

## **Conduct expected of members**

- Members are expected to know, follow and promote the principles of the u3a movement.
- Members must act in the best interests of North London U3A (NLU3A) and the u3a movement, strive to uphold its reputation and never do anything which could bring NLU3A, another u3a or the u3a movement into disrepute or expose it to undue risk.
- Members should use NLU3A's resources responsibly and only to further its charitable objects.
- Members are expected to abide by NLU3A's procedures and practices.
- Members are expected to treat each other with dignity and respect at all times.

## **Good practice in Interest Groups, meetings and events**

Please remember that Group Coordinators and others are giving their time and efforts voluntarily for the benefit of other members. A group will only function successfully if all the members show their commitment to it.

For this reason, we ask all members to adhere to the following guidelines:

- If you can't attend a meeting, please email (or, if necessary, telephone) the coordinator or organiser with an apology, preferably well before a meeting. If you are prevented from attending at the last moment, please contact the coordinator afterwards.
- If the meeting is on Zoom, please join on time. Turning up late interrupts the flow of the group's activities.
- A good group member will, during discussions, be sensitive to other people. They will:
  - listen attentively
  - not talk too much
  - avoid dogmatism
  - be aware that some other members may be hesitant
  - allow others time to contribute
  - engage with others by responding explicitly to what they have said.
- Overall, members should be tolerant. You may disagree with others, but the point is to mix with people with other ideas and not reject them.
- Where a member or Group Coordinator has a complaint, they should try to resolve it informally. If that doesn't work, let the committee know your concerns, but above all don't engage in personal abuse.