



North London U3A

Equality, Diversity and Inclusion Policy

Underlying principles

NLU3A is a learning cooperative and membership charity which enables members in their third age 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). NLU3A recognises that some people are particularly likely to experience discrimination and harassment and is committed to making sure that the organisation is as inclusive and welcoming as possible.

NLU3A will strive to ensure that, should there be any occurrence of discrimination and harassment, this is dealt with immediately and appropriately.

Aims of this policy

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
- sex

NLU3A will strive to ensure that members do not experience discrimination on the basis of their protected characteristics. This will include ensuring equal access to Interest Groups, and that the behaviour of members and by NLU3A committee members and Group Coordinators is in line with this policy.

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. The NLU3A committee will review the reasonable adjustments needed for any member with particular needs on request. Where necessary, the NLU3A

committee will seek guidance and additional support from the u3aPlus sub-committee and/or National Office.

Practical approaches to inclusion

NLU3A will draw the attention of all members to our policies and procedures, which will be published on our website. NLU3A will make reasonable adjustments wherever possible and take practical steps to try to ensure a wide range of people can participate in our activities and meetings. This may include:

- Consideration given to the time of day of meetings and their location.
- Consideration of venues for meetings, including:
 - accessibility for wheelchair users
 - access to PA system and a hearing loop
 - parking and disabled parking
 - disabled toilet facilities.
- Publicity:
 - NLU3A will use a variety of methods and platforms to communicate externally and raise the profile of NLU3A.
 - As far as possible, we will make our communications available to those who don't have internet access or are visually impaired.
- Recruiting new members:
 - Doing outreach sessions and contacting agencies working with community groups who may be harder to reach.
 - Encouraging members who are representative of the groups who are underrepresented within NLU3A, such as men or younger members, to assist with the recruitment process.
- Monitoring:
 - NLU3A will monitor member numbers, i.e. the numbers of members who join, re-join and leave each year, in order to identify any trends in membership.
 - The NLU3A committee will review the diversity of the membership on an ongoing basis and will seek to ensure that NLU3A remains attractive and accessible to all.
- Tasks and roles:
 - Ensuring a range of people get their voices heard by encouraging more members to take on roles such as leading groups.
 - The Groups Organiser will ensure that new Group Coordinators are made aware of issues in relation to accessibility and what steps they may need to take in meeting access requirements. Each group will be reviewed on an individual basis as certain groups may require a certain

level of fitness or mobility and members need to be made aware of this in advance.

Dealing with discrimination and harassment

If any member of NLU3A feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Chair or the Business Secretary. Where the NLU3A committee becomes aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and decide, in line with the constitution and the agreed Complaints Procedure, as to what steps will be taken to address the issue.