

Policy for Equality and Diversity			
Date of Implementation	July 2023	Date of Review:	July 2026
Committee Approval?	Yes	AGM Approval?	No

Policy Statement

Carlisle and 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 experiences; the learners teach, and the teachers learn, and there is no distinction between them. Carlisle and District u3a recognizes that some people are particularly likely to experience discrimination and harassment and are committed to making sure our group is as welcoming and inclusive as possible.

“Carlisle and District u3a is committed to treating all people equally and with respect regardless of their age, disability, gender reassignment, marriage or civil partnership, race, religion or belief, sex, or sexual orientation, pregnancy or maternity. 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 the Policy

Carlisle and 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
- pregnancy
- gender reassignment
- class or socioeconomic status
- political belief

Practical Approaches to Inclusion

Carlisle and District u3a is open to those not in full time employment
 Carlisle and District u3a will make sure all new members are aware of our Equalities Policy and Carlisle and District u3a Code of Conduct. Carlisle and District 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 users
 - Access to PA system and hearing loop

- Publicity
 - Making it easy to read
 - Available to people who don't have access to the internet
 - Range of images used to reflect the local community
- Tasks and Roles
 - To make sure a range of people get their voices heard. e.g. encouraging more women to take on roles such as chairing meetings

Code of Conduct

Carlisle and District u3a has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behavior are not acceptable. These constitute harassment and have no place in Carlisle and District u3a.

If any member of Carlisle and District u3a feels they have been discriminated against by Carlisle and District u3a or discriminated against at a Carlisle and 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 be part of 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 Carlisle and District u3a as a whole, the committee must work to ensure that such discrimination is not repeated in the future and must inform members of how they propose to do this.

Any decision to exclude a person from the organization due to discriminatory or harassing behaviour will be made with reference to Carlisle and District u3a's Constitution and Problems and Grievances Policy. The Association will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

Chairman Signature

Date:

Secretary Signature

Date
