

## **Equality, Diversity, and Inclusion Policy**

Maidenhead U3a will comply with all requirements of the Equality Act 2010.

Our mission is: “ The advancement of education and in particular the education of older people and those who are retired from full time work, by all means including associated activities conducive to learning and personal development.”

Subject to this focus on older people, we welcome all individuals to our organisation and we will enable them to participate equally in all our activities. In particular we will take all steps to ensure we do not disadvantage or discriminate against anyone, on the basis of age, disability, sex, gender reassignment, marriage or civil partnership, race, religion, or sexual orientation . Harassment of any of our members on the basis of any of these characteristics cannot be tolerated.

In our publicity initiatives, we endeavour to reach all sections of the community and all the groups above equally. We wish every member to have equal opportunities to benefit from our activities. We believe that our interest groups and other activities benefit from diversity within our membership. Where we use public premises, we will ensure they have good wheelchair access and facilities for disabled people.

Some interest groups require certain skill levels, such as advanced bridge or language groups, and others must restrict numbers for practical reasons. We maintain waiting lists and where there is sufficient demand, we try to set up additional groups at the appropriate skill level.

Group and activity leaders should familiarise themselves with this policy and ensure compliance within their area of responsibility. Any questions about this policy should be addressed to the Chairman. Any member who feels we are falling short in any of these areas, is encouraged to raise the matter with the Committee and it will be investigated.

## **Safeguarding our members' wellbeing**

Safeguarding means protecting people's health, wellbeing and human rights and enabling them to live free from harm, abuse and neglect. It is an issue which the Charities Commission takes very seriously following all the widely publicised cases of abuse.

As an organisation of some 600 people, many of whom are of advanced age, inevitably there will be some whose health or mental faculties are beginning to decline. Maidenhead U3a has a duty of care to our membership and along with our group and activity leaders we strive to provide safe and user friendly facilities. We encourage all our members to “look out for one another” and to help the more vulnerable to continue to enjoy their chosen activities.

The safety of our members is paramount and if it is felt that any member is endangering their own health or safety or that of their fellow members, the matter should be reported to the committee. No abuse of any kind can be tolerated in Maidenhead U3a, and any instance should be reported. Neglect can also be harmful to a person's wellbeing, so if you notice that someone is struggling or withdrawing into themselves, you are advised to discuss the matter with the group leader or a committee member to see how best to help them without invading their privacy.

These matters are important but on a positive note, let's all continue to enjoy our U3a activities to the full and help our fellow members to do likewise.