

## Equality, Diversity and Inclusion Policy

Adopted on: 8 January 2026  
Review dates: 8 January 2027 (check for updates)  
8 January 2029 (full review)

### Statement

Goudhurst and District u3a (G&D u3a) is a learning co-operative and membership charity which enables members in their third age to share educational, creative and leisure activities. Members of each u3a draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). G&D u3a recognise that some people are particularly likely to experience discrimination and harassment and are committed to making sure that the u3a is as inclusive and welcoming as possible.

### 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

G&D u3a will strive to ensure that members do not experience discrimination on the basis of their protected characteristics. This will include ensuring equal access where possible to groups and behaviour between members and by the G&D u3a Committee Members and group leaders. 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 G&D u3a Committee will review the reasonable adjustments needed for all members and individual members with particular needs on a regular basis. Where necessary, the Committee will seek guidance and additional support from the National Office.

## Practical approaches to inclusion

G&D u3a will make sure all new members are aware of our policies and procedures in relation to equality, diversity and inclusion and accessibility as well as the Member Code of Conduct. G&D u3a will make reasonable adjustments and take practical steps 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:
  - Accessible to wheelchair users
  - Access to PA system and a hearing loop
  - Parking and disabled parking available
  - Disabled toilet facilities available
- Publicity:
  - Using a variety of methods and platforms to communicate externally and raise the profile of our u3a.
  - Make communications available to those who don't have access to the internet
  - Use a range of images that reflect the local community
- Recruiting new members:
  - Encouraging members who are representative of the groups who are underrepresented within the u3a i.e. men or younger members to assist with the recruitment process
  - Managing growth so that we ensure that new members can be accommodated
- Monitoring:
  - G&D u3a 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.
  - G&D u3a committee will review the diversity of the membership on a regular basis and will seek to ensure that the u3a remains attractive and accessible to all.
- Tasks and Roles:
  - Try to ensure a range of people get their voices heard by encouraging more members to take on roles such as leading groups.
  - The Groups Coordinator will ensure that new Group Leaders 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.

- G&D u3a will offer induction and training around equality, diversity and inclusion to Committee Members and Group Leaders on a regular basis.
- Training
  - Training sessions are organised by National Office; once you log in, the link is:  
<https://www.u3a.org.uk/?view=article&id=1354:workshops&catid=131&highlight=WyJlcXVhbGlOeSjd>

## **Code of Conduct**

G&D u3a has a member code of conduct. The code of conduct outlines that members should abide by the u3a's policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.

## **Dealing with discrimination and harassment**

Where the G&D u3a Committee has become aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.

If any member of G&D u3a feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Committee. Any matters of concern will be reviewed by the Committee and a decision will be made, in line with the u3a's constitution and formal procedures, as to what steps will be taken to address the issue.