

## **U3A Canterbury and District Equality Diversity and Inclusion Policy**

U3A Canterbury and District pursues an equal opportunities policy and as far as it is within their power to do so, provides equality of treatment to any person in their third age regardless of:

- Educational Background
- Sex (including gender reassignment)
- Marital Status (including civil partnership status)
- Sexual orientation
- Race or Racial group (including colour, nationality and ethnic or national origins)
- Religion or Belief
- Disability
- Social Status.

We try to achieve a membership that reflects the composition of the community we serve and are committed to the furtherance of fair treatment and the absence of discrimination in all our activities and events.

Everybody has different levels of vulnerability and each of us may be regarded as vulnerable at some time. All vulnerable members have a right to protection from all types of harm and abuse. In all our activities we will:

- Value, listen and respect members who may be vulnerable.
- Ensure all members feel welcomed, respected and safe from abuse.
- Recognise equality amongst people and relationships.
- Do all we can to help members, who may be vulnerable, to be and remain active contributors within the U3A. If they are or become unable to participate independently, encourage them to bring a companion/carer with them in order that they can continue to enjoy the benefits of U3A membership
- Ensure all members are aware of their responsibility to protect vulnerable adults.

U3A membership is open to everybody in his or her third age, namely those no longer in full time employment. U3A Canterbury is a self-help co-operative organisation run entirely by the members for the members and therefore it is important that individuals are able to take full responsibility for their own participation in U3A interest groups and events.

Should the situation arise when a member no longer feels confident about participating fully in a particular U3A activity without needing help, it will be necessary for that person to be accompanied by his /her appointed companion/ informal carer, who in that instance, will be covered by the liability insurance provided by the Third Age Trust whilst in attendance. (Paid carers are expected to have their own public liability insurance).

If the member wishes to participate in a particular U3A activity but his /her designated companion/informal carer is unavailable, then the member will need to consider on the basis of risk associated with the planned activity, the nature of the additional help he /she will require in order to safely participate. The member should discuss and agree this with the activity leader and also possibly his/her companion/informal carer. It may be that the assistance needed is so basic (e.g. guiding him /her safely to a chair) that it can be safely carried out by other members present.

If arrangements that are more complex would be required, then it is more likely the member concerned will be unable to participate in the activity. Even if there are members willing to help, they cannot accept responsibility for another member's care as they may not be aware of the member's needs and this could be deemed to be outside Third Age Trust insurance cover if any injury or damage resulted.

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