

Equality, Diversity and Inclusion Policy

Tarporley and District u3a is a part of a national charity that 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.

Membership of our u3a is open to all in their third age, which is defined not by a particular age but by a period in life when full-time employment has ceased. Tarporley and District u3a recognises its obligation to welcome members from all the local community. This will enable access to the widest range of life experiences, and thus a more varied and interesting range of knowledge will become available to all members.

Tarporley and District u3a recognises the importance of the 2010 Equality Act and the 'protected characteristics' defined by it. These seek to ensure that all have equal access to the organisation and its activities and are treated with fairness, dignity and respect. (see footnote).

Tarporley and District u3a will offer a warm welcome to anyone in their third age who wishes to join and, should they need any extra support because of their individual circumstances, will make reasonable adjustments to assist them to participate as fully as possible in our activities.

Tarporley and District u3a will ensure that any publicity material is worded to encourage membership from a wide local population, using appropriate means to reach a comprehensive and representative audience.

Tarporley and District u3a will encourage behaviour that treats all members equally and with respect. Where complaints are made, the Committee will ensure that decisions are taken in line with the constitution and, where appropriate, our formal procedures, available online or from the Secretary.

Tarporley and District u3a will ensure that all members are made aware of this policy and will ensure that it is accessible easily on its website.

Protected characteristics under the Equality Act 2010

Ethnic origin, nationality or race: age: disability; religion or belief including absence of belief: marital or civil partnership status: sexual orientation: gender reassignment: sex