

Access, Equality and Inclusion Statement

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1: Purpose

The University of the Third Age (U3A) is a membership organization available to all those no longer in full time employment. U3A provides a daytime activity programme and special events for its members. A part of the National U3A network, Cheltenham U3A is representative of the target community and is committed to promoting access, equality, valuing diversity, and inclusivity is a core value.

2: Objectives

The objective of this statement is to promote access, equality and inclusivity in line with the Equality Act 2010.

3: Definitions

For Cheltenham U3A:

3:1 Equality

Means that Cheltenham U3A recognizes the nine protected characteristics listed under The Act and is actively opposed to discrimination on the grounds of age; disability; gender re-assignment; race; religion or belief; sex; sexual orientation; marital status or civil partnership; pregnancy or maternity.

In this context our aims are to ensure that:

- Cheltenham U3A promotes positive attitudes towards equality and diversity to ensure members of Cheltenham U3A are treated with dignity and respect in line with legislation set down in the Equality Act 2010
- Cheltenham U3A will aim to combat all direct or associative discrimination on the grounds of any protected characteristic

3:2 Inclusion

Means recognizing and valuing the visible and invisible differences that exist between people, such as those based on gender/gender identity, culture, race, ethnic origin, physical and mental ability, sexual orientation, age, economic class, language, religion, nationality, education, and family/marital status.

In this context our aims are to ensure that:

- Cheltenham actively strives to promote the inclusion of (currently) under-represented groups in the organisation
- Cheltenham U3A actively strives to offer a wide range programmes and activities

U3A Cheltenham

3:3 **Access**

Means ensuring that everyone has equality of opportunity through a fair and consistent approach to the application of rules, policies and procedures in how we deliver our programme of activities and function internally.

In this context our aims are to ensure that:

- Our activities are held in accessible venues that meet the needs of our members

4: **Statement**

The purpose of this statement is to provide equality and fairness for all. We will not discriminate unlawfully or unfairly because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, national origin, religion or belief and sexual orientation.

We will not discriminate **directly** (discrimination due to having a protected characteristic or being perceived to have a protected characteristic).

We will not discriminate **associatively** (discrimination by association with another person who possesses a protected characteristic or is perceived as having a protected characteristic).

Our commitment:

- We will create an environment in which individual difference is recognized and valued, and which promotes dignity and respect
- We will make every effort to promote diversity and increase the inclusivity of our membership
- We will undertake a regular review of programme venues to ensure they meet the accessibility needs of our membership

5: **Responsibility and Review**

5:1 The implementation of this statement resides with all members of Cheltenham U3A.

5:2 Operational oversight of this statement will lie with the Cheltenham U3A committee member responsible for Access, Equality and Inclusivity.

5:3 Ultimate responsibility for the implementation of this statement will lie with the Chair of Cheltenham U3A.

5:4 This statement will be reviewed when required through Operational need. Review will lie with the committee member responsible for Access, Equality and Inclusivity.

6: **Complaints**

Any member of the organization concerned about a breach of this Statement should follow guidance outlined in the Complaints Procedure.

This Statement has been approved and authorized by

Name: M Connu
Date: 06/08/2019

Position: Chair and Trustee