

# Equality, Diversity and Inclusion Policy



Southport u3a is committed to the principles of Equality and Human rights and will comply with all the requirements of the Equality Act 2010. 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 that we do not discriminate against anyone, on the basis of age, disability, sex, gender reassignment, marriage or civil partnership, race, religion or belief and sexual orientation. Harassment of any of our members on the basis of any of these characteristics will not be tolerated. In our publicity initiatives, we endeavour to reach all sections of the community and all the groups above equally. Where we use public premises for activities, we will endeavour that they have adequate wheelchair access and facilities for disabled members. Group and activity leaders should familiarise themselves with this policy and ensure compliance within their area of responsibility. Any queries about this policy should be addressed to the Chair of Southport u3a. Any member who feels we are falling short of any of these areas, is encouraged to raise the matter with the chair and committee who will ensure the matter is investigated.

## **SAFEGUARDING OUR MEMBERS WELLBEING**

Safeguarding means protecting people's health and wellbeing and human rights and enabling them to live free from harm, abuse and neglect. Southport 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 all 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 via the Chair. No abuse of any kind will be tolerated by Southport 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 this matter with the group/activity leader or a committee member to see how best to support them without invading their privacy.

Adopted by the Committee on 26th February 2019

Reviewed March 2023

For review March 2024