

Tenterden u3a Inclusion Policy

Tenterden u3a is committed to making its membership as inclusive as possible and ensuring that no member experiences discrimination or harassment within the u3a. We are committed to treating all people equally and with respect, without regard to age, class, race, nationality, religion or belief, disability, marriage or civil partnership, gender or gender identity, sexual orientation or degree of loneliness.

Tenterden u3a aims to ensure that as wide a range of people as possible can take part in all its activities and meetings. We do this by:

1. Considering the needs of members in setting the dates and times of meetings;
2. Considering the suitability of meeting venues for those with disabilities, and accessibility for wheelchair users;
3. Designing publicity and information material to be easy to read, making it available to people who do not have access to the internet, and including images that reflect the local community;
4. In all our activities, ensuring that the views of a range of people are heard.

Discriminatory remarks and behaviour are not acceptable and have no place in Tenterden u3a. If any member feels they have been discriminated against or harassed at a Tenterden u3a event, they should report it as soon as possible to a member of the Committee by telephone, by email or via a confidential feedback link on the Tenterden u3a website Contacts page. The Committee will treat the matter as a safeguarding issue, following the procedures set out in our Safeguarding Policy. We will support members in such circumstances and not victimise or treat less well any member who raises a concern.

Policy version 1.0, February 2020, reviewed and approved July 2020, January 2022, January 2023, January 2025