Equality, Diversity and Inclusion Policy

Our Commitment

Wanstead & Woodford U3A is committed to creating a welcoming, inclusive and accessible environment where everyone is treated with dignity, respect and fairness.

We value the diversity of our members and recognise that people bring different backgrounds, experiences, identities and perspectives. We aim to ensure that everyone can participate fully in our activities and feel that they belong.

We support the principles of the Equality Act 2010, which protects people from discrimination based on age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

We will make reasonable adjustments wherever practical to help members take part in u3a activities.

Our Principles

We will:

- Promote equal opportunities for all members.
- Foster a culture of inclusion, respect and understanding.
- Challenge discrimination, harassment, bullying and inappropriate behaviour.
- Welcome people from all backgrounds and communities.
- Regularly review how we attract, support and retain members.
- Encourage participation from groups that may be under-represented in our local u3a.

All members are expected to follow the u3a Code of Conduct and treat others with dignity and respect.

Supporting Inclusion

We recognise that members may have a wide range of needs and experiences. We will seek to provide appropriate support wherever reasonable and practical.

Culture, Race and Ethnicity

We celebrate cultural diversity and aim to reflect the wider community in our activities. We will:

- Promote awareness of different cultures, traditions and festivals.
- Use inclusive and respectful language.
- Challenge stereotypes and discriminatory behaviour.
- Explore opportunities to learn from different cultures through speakers, visits and events.

Hearing Impairment

Where possible, we will use venues with suitable hearing support facilities and encourage good communication practices, such as:

- Clear visibility of speakers.
- Facing listeners when speaking.
- Supporting inclusive discussion in meetings and groups.

Visual Impairment

We will endeavour to make information accessible by:

- Providing alternative formats where practical.
- Supporting the use of assistive technology.
- Using clear verbal explanations during activities and demonstrations.

Mobility and Physical Access

We will consider accessibility when selecting venues and planning activities by:

- Using accessible venues where possible.
- Providing information about access, parking and facilities.
- Taking members' mobility needs into account when organising events and activities.

Dementia

We aim to be supportive and understanding of members affected by dementia by:

- Welcoming carers where appropriate.
- Sharing information about support services.
- Encouraging inclusive participation in activities.

Neurodiversity

We recognise that people process information and interact differently. We will:

- Promote understanding of neurodiversity.
- Be mindful of different communication styles and sensory needs.
- Encourage patience, respect and inclusion within all groups and activities.

LGBTQI+ (lesbian, gay, bisexual, transgender, queer, intersex and other identities) Inclusion

We welcome and respect members of all sexual orientations and gender identities. We will:

- Promote an inclusive environment free from discrimination.
- Recognise the experiences of LGBTQI+ people.
- Raise awareness of relevant events and support networks where appropriate.

Learning and Development

We will engage with Equality, Diversity and Inclusion initiatives and resources provided by the Third Age Trust and other relevant organisations to help us continually improve our approach.

Review

This policy will be reviewed regularly to ensure it remains effective, relevant and aligned with best practice.

Policy Statement: W&WU3A is committed to creating a welcoming, respectful and inclusive environment where everyone has the opportunity to participate, contribute and thrive.

November 2026