

EQUALITY AND DIVERSITY POLICY

Statement

Littlehampton u3a is committed to providing life-enhancing and life-changing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for its own reward: the sheer joy of discovery! Members share their skills and life experiences: the learners teach and the teachers learn, and there is no distinction between them. Littlehampton u3a recognises that some people may experience discrimination and harassment and are committed to making sure our group is as inclusive and welcoming as possible.

Littlehampton u3a is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to design our activities, services and decision-making processes specifically to encourage and support participation from people who may face disadvantage in society.

Aims of Policy

Littlehampton u3a considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:

- ethnic origin, nationality (or statelessness) or race
- disability
- religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- pregnancy
- gender reassignment
- class or socio-economic status • political belief.

Practical Approaches to Inclusion

Littlehampton u3a is open to all people in their third age, which is defined not by a particular age but by a period in life in which full time employment has ceased.

Littlehampton u3a will make sure all new members are aware of our Equalities policy and Littlehampton u3a Code of Conduct. Littlehampton u3a will take reasonable measures and practical approaches to ensure a wide range of people take part in our activities and meetings. This may include:

- **Consideration of the time of day of meetings**
- **Consideration of venues for meetings including:**
 - Accessible to wheelchair users
 - Access to PA system and a hearing loop
- **Publicity**
 - Making it easy to read
 - Available to people who don't have access to the internet
 - Range of images used that reflect the local community
- **Tasks and Roles**
 - To make sure a range of people get their voices heard.

Policy reviewed: November 2025

Next Review date: November 2027