

## **ACCESSIBILITY FOR DISABLED MEMBERS POLICY**

Littlehampton u3a will do all it can to be as accessible as possible both to our existing members and to others in our local community who may wish to join. We will take all reasonable steps to ensure that people with disabilities can attend the interest groups of their choice, without necessarily needing a companion/carer with them and to reassure them that we will do all we can to support them and make their attendance as easy and stress-free as possible.

Members who cannot manage to participate in their chosen u3a activities without help, will be given the opportunity to bring a companion/carer with them, who for the time that they are in attendance, will be covered by the liability insurance provided by The Third Age Trust.

The only exception to this is a professionally employed carer who would have to be covered by an individual liability policy.

### **Venues – General Meetings**

As far as possible we will ensure your venue fulfils the following criteria:

- Served by public transport.
- Adequate car parking facilities onsite or very close at hand including disabled parking bays.
- Ramp for building access.
- Ground floor accommodation where possible. If we are considering upper floor accommodation because there is a lift, we will ensure that onsite help can be provided with evacuation in the event of a fire.
- Accessible and usable disabled toilet facilities.
- Good disabled access.
- A sound system and loop.
- Spacious enough to cope with wheelchairs/mobility scooters.
- Good lighting.
- Access to heating/air conditioning controls.

In addition we will consider the following:

- Making a map and directions available for new members.
- Having a designated person at general meetings who is easily identifiable, to ensure disabled members are provided with appropriate seating e.g. at the front for those who have vision or hearing loss and at the end of a row for those with mobility problems etc.
- Timing and length of meetings – e.g not too early, not too late and not too long without a break.

### **Venues – Interest/Activity Groups**

We try to have a balance between groups in members' homes which tend to be inaccessible and outside accommodation which ideally will be suitable for all. A member's home may be accessible because it has a level entrance or a wide doorway or a ground floor toilet or no internal stairs, and it would be very useful to know this.

## **Communication**

We will ensure that a member of the committee takes responsibility for maintaining contact with disabled members to discover whether anything can reasonably be done by the committee to make life easier for them whilst they are participating in u3a activities. If having done all we can to make our interest/activity groups accessible and open to disabled members we find that there are still members who cannot participate in their chosen activities without help we aim to tell them, as stated above, that they are able to bring a companion or carer with them for support, who may happen to be a nominated u3a member as well and who must remain for the extent of the activity. This should allow all members with a disability to continue to be able to participate and enjoy u3a and at the same time avoid other members getting involved in providing assistance which they are not insured to do.

Policy reviewed: November 2025

Next Review date: November 2027