

RU3A POLICY STATEMENT

EQUALITY, DIVERSITY and INCLUSION

OVERVIEW

There should be no distinction relating to sex, age, physical / medical status, race, religion, sexual orientation or income.

Equality is seen as ensuring individuals or groups of individuals are not treated differently or less favourably on the basis of their characteristics.

Equality is seen as ensuring every individual has the opportunity to make the most of their lives and talents.

RU3A Core Values encompass inclusion and accountability to all existing and potential members.

STRATEGIES

1. To ensure venues are fit for purpose for all members, with appropriate access to premises, toilets and activities being undertaken by any Group.

(In selecting a venue, a Group will consider its proximity to bus routes, on site parking facilities, wheelchair access and other on-site facilities appropriate to the activity being undertaken)

2. To ensure a risk assessment is carried out for the venue being used by any Group.

(Co-ordinators will be provided with the necessary forms to undertake this assessment)

3. To ensure there is appropriate documentation for accident reports and recording.

(Co-ordinators will be provided with the necessary forms, one copy of which will be retained by the Co-ordinator and another sent to the Business Secretary for record purposes)

4. Develop links with other organisations within our community to raise awareness of our activities.

(Continue existing links with Rotherham Stroke Association, Rotherham Talking Newspapers and develop the newly established links with Age UK Rotherham)

5. To promote awareness of RU3A activities within our Community by making regular contributions to 'Around Town' and 'Rotherham Life'.

6. To maintain our website to ensure information relating to our activities and calendar of events is available to a wider audience.

7. To work towards a system that enables all members to have access to our regular Newsletters.

8. To encourage RU3A members to participate in local events to promote community awareness of our activities.

9. Use RU3A Strategy Group to review our policy and its effectiveness on an annual basis.

CODE OF CONDUCT

If a member feels they have been discriminated against by another RU3A member(s) or harassed at a RU3A event, they should raise this with a Trustee who will ensure the complaint is investigated and all parties are heard. All parties can be accompanied by a friend during the process of resolving the matter.