

EQUAL OPPORTUNITIES POLICY of BURNTWOOD and DISTRICT U3A.

This is a non-religious, non-political organisation. No affiliation or preference shall be given.

We will strive to achieve a membership which reflects the composition of the community which we serve. We are committed to the furtherance of fair treatment and the absence of discrimination in all our activities, contact and communication with external organisations and members of the general public.

As far as is within our power, we shall provide equality of treatment to any person in their Third Age, regardless of:

Educational background

Gender [including gender reassignment]

Marital status, [including civil partnership]

Sexual orientation

Race or racial group [including colour, nationality, ethnic or national origins]

Religion or belief

Disability

Social status

u3a MEMBERS and COMPANION/CARERS

Membership of the u3a is open to everybody in their Third Age, namely those no longer in full-time employment with no parental responsibilities. All u3as are self-help, co-operative organisations run entirely by the members for the members. Should the situation arise where a member does not feel confident that he/she can

participate full without needing help, then it WILL BE NECESSARY for that person to be accompanied by a COMPANION/CARER who is NOT A MEMBER. In this case, the carer will not be charged any fees but WILL be covered by the Third Age Trust insurance.

If, in the above circumstances, any member takes responsibility for the care of another member and then injury or damage results, this may be deemed to be outside our insurance cover.