

Horsham U3A

Equality, Diversity & Inclusion

1. Equality Act 2010 – A Westminster Law that Applies in England, Wales & Scotland

This act stipulates that organisations cannot treat someone unfairly on the basis of what it calls 'protected characteristics', which are: age, disability, ethnic origin, marital status, race, sex and sexuality.

2. Equality, Diversity & Inclusion

- 2.1 Equality:** is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of their 'protected characteristics'. Promoting equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly and do not experience discrimination.
- 2.2 Diversity:** is about recognising that everyone is different; creating an environment that values members and ensuring that the u3a Movement is as accessible as possible to different groups within the community.
- 2.3 Inclusion:** is about positively striving to meet the needs of different people and taking practical steps to ensure that members feel respected.

3. Policy

Horsham u3a recognises that some people are more likely than others to experience discrimination and harassment on the basis of their 'protected characteristics', i.e. age, disability, ethnic origin, marital status, race, sex and sexuality and is committed to:

- making sure that the group is as inclusive and as welcoming as possible.
- treating all people equally and with respect, irrespective of their 'protected characteristics'.

It aims to design its activities, services and decision-making processes to ensure that a wide range of people can participate. This includes ensuring equal access to meetings and groups.

4. Policy Dated

2nd September 2026