

## Policy Statements

### VULNERABLE ADULTS

Everybody has different levels of vulnerability and each of us may be regarded as vulnerable at some time. All members who may be vulnerable have a right to protection from all types of harm or abuse.

In all our activities we will:

- Value, listen and respect members who may be vulnerable.
- Ensure that all members feel welcomed, respected and safe from abuse.
- Recognise equality amongst people and relationships.
- Do all we can to help members who may be vulnerable, to be and remain active contributors within U3A and if they are or become unable to participate independently, encourage them to bring a companion/carer with them in order that they can continue to enjoy the benefits of U3A membership.
- Ensure all members are aware of their responsibilities to protect vulnerable adults.

### RISK MANAGEMENT

Risk management forms part of our internal control and governance arrangements and it is acknowledged that efficient and effective management is important in order for us to achieve our charitable objectives.

Wakefield & District U3A has reviewed potential risks and has systems and procedures in place to mitigate these and minimise the potential impact should any of them materialise.

### U3A MEMBERS AND COMPANIONS/CARERS

U3A membership is open to everybody in their third age, namely those no longer in full time employment. U3As are self-help, co-operative organisations run entirely by the members for the members and therefore it is important that individuals are able to take full responsibility for their own participation in U3A interest groups and events. Should the situation arise when a member no longer feels confident that he/she can participate fully without needing help, it will be necessary for that person to be accompanied by a companion/carer who will be covered by the liability insurance provided by The Third Age Trust whilst in attendance. Even if you have members who are willing to help you cannot allow them to take responsibility for another member's care as this could be deemed to be outside our insurance cover if any injury or damage resulted.

## EQUAL OPPORTUNITIES

All Universities of the Third Age (U3As) pursue an equal opportunities policy and as far as it is within their power to do so, provide equality of treatment to any person in their third age regardless of:

- Educational background.
- Sex (including gender reassignment).
- Marital status (including civil partnership status).
- Sexual orientation.
- Race or racial group (including colour, nationality and ethnic or national origins).
- Religion or belief.
- Disability.
- Social status

U3As strive to achieve a membership which reflects the composition of the community they serve and are committed to the furtherance of fair treatment and the absence of discrimination in all their activities and all contact and communication with external organisations and members of the general public.