



Accessibility & Inclusion Policy

Statement

Worcester u3a recognises the need for an Accessibility and Inclusion policy and its responsibility under the Equality Act 2010 and the protected characteristics it identifies:-

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Aims

Worcester u3a is committed to being as open and welcoming as possible for members and prospective members in their Third Age who meet the criteria for Membership.

Worcester u3a is a learning co-operative and membership charity not a service provider – while reasonable adjustments will be made to aid individual participation there will be certain needs that Worcester u3a will not be able to accommodate.

Measures to facilitate access

Worcester u3a will appoint an Accessibility & Inclusion Secretary as a Committee member to oversee the need for measures and to report to the Committee.

Venues

To be chosen where possible with regard to ease of travel, parking, accessible parking, disability access facilities and a risk assessment carried out.

To be wheelchair accessible regarding size, layout, steps, lifts, etc. and, where possible, have a hearing loop system.

Reasonable adjustments to be made or discussed with the venue provider.

Where possible seats on front row or in the best appropriate position to be kept available for members with sight or hearing issues.

Consideration should be given to accessibility where groups are held in private venues.

Database of venues to be kept updated by the Groups' Coordinator. Details of accessibility to be provided by the Accessibility & Inclusion Secretary.

Feedback on venues and facilities to be encouraged.

Groups & meetings

Group Leaders should take all reasonable steps to be as inclusive as possible in the choice of venue and teaching methods. Difficulties should be reported to the Accessibility & Inclusion Secretary. Group leaders should advise prospective members if any minimum level of fitness or mobility will be needed for the group activity or the venue (e.g. private houses).

If a member cannot manage the physical demands of a group or Main Meeting they may bring a carer, who will be covered by u3a insurance. Paid carers must be covered by their own or agency insurance.

'Carer' does not include children. Children are not insured or allowed under any circumstances.

It must be stressed that members who require personal assistance should make their own arrangements. Members are not expected or insured to provide physical or personal assistance and should use their own discretion when offering assistance.

Guide dogs and assistance dogs are allowed.

Details of all incidents relating to accessibility or inclusion, including member-member incidents, must be recorded and the Accessibility & Inclusion Secretary informed.

Speakers

Speakers should be reminded that Worcester u3a is a non-political and non-religious organisation and all views expressed on these topics must be balanced and reasoned.

Speakers and Group Leaders to be advised of known special needs and encouraged to use slides, visual aids or handouts as appropriate, including large print.

Warnings re: flashing lights or loud explosions to be given as applicable.

Outings

Members should be capable of participating on their own responsibility or with a carer as previously specified. Insurance limitations may apply to some activities.

Trips and overnight stays may place additional responsibility on the Group Leader for safeguarding members.

Policy updates

This policy is to be reviewed by the Committee at least once every three years.

Adopted 27 October 2021

Reviewed 14th December 2025