



Inclusivity and Accessibility Policy

Please note that the Equalities Agency Support Service state that despite U3A being a member-led organisation we still are viewed as a service provider in terms of being required to make reasonable adaptations so all members can be included.

1. Dawlish and District U3A recognises that some people may feel restricted in their ability to access the facilities and amenities available to them. Reasons for this are numerous and issues include, among others:
 - physical health, (including sight and hearing) and mobility
 - mental health
 - age
 - education (including learning difficulties)
 - ethnic background (including religion, race, nationality, and national origins)
 - dietary needs
 - some “unseen” conditions.
2. Dawlish and District U3A is committed to a Policy of Inclusivity and Accessibility which encourages an ethos in which all members feel comfortable and respected during both general and monthly meetings and all group activities. This involves a willingness to recognize that some members may need extra help and consideration.
3. Dawlish and District U3A will take all reasonable steps to provide access and welcome to monthly meetings and interest groups to all members and potential members.
4. Voluntary carers/companions will be admitted free of charge and will be insured by The Third Age Trust.
5. Venues used for general and monthly meetings will be vetted with regards to the level of provision made for accessibility. When other venues are used, convenors must ensure that the venue meets the accessibility needs of all the group members. Where there are problems, the matter should be referred to the Groups’ Coordinator.

6. Where a group activity is of a physical nature e.g. exercise, walking, birdwatching, then it is a requirement that a member with any disability or relevant physical or mental health issue informs the Group Convenor/Leader in private before taking part (at least the day before) and a decision on participation reached. Dawlish and District U3A cannot take any responsibility for health issues, the taking of medications etc. which may affect that group activity or place an unacceptable responsibility on or risk to other members.
7. If a member or prospective member has a disability issue which they feel has not been satisfactorily considered then they can make representation to the Committee for the situation to be further considered.
8. Measures will be taken at general and monthly meetings
 - to set furniture out to allow access for wheelchairs, Zimmer frames and for members with limited mobility
 - to assist with storage and retrieval of mobility equipment
 - to ensure clear passageways through the room
 - to ensure the availability of a disabled toilet
 - to provide reserved seating, when necessary
 - To assist those with hearing and/or sight difficulties to participate as fully as possible.
9. Appropriate signage will be provided when necessary.
10. Publicity will indicate any access problems that may exist at venues used for interest groups.
11. Whenever an outside visit is planned, Dawlish and District U3A will endeavour to provide support for people with limited mobility.
12. The Management Committee will appoint a member responsible for the general oversight of this policy and make that person known to members.

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