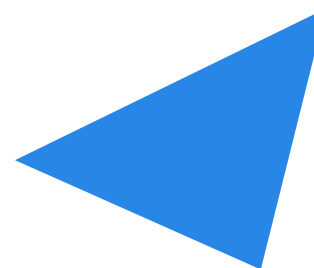




Your u3a and Equality, Diversity and Inclusion

Supporting u3as to enact their legal responsibilities

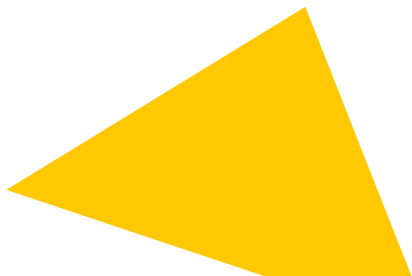


This presentation was developed by the EDI committee – October 2023

Objectives

- To understand the Equality Act 2010 and the protected characteristics and what this means for u3as in Great Britain
- To raise awareness of the legal responsibilities of each u3a with regards to equality, diversity and inclusion
- To provide participants with an opportunity to reflect and discuss EDI

**Take a minute to think about what you are hoping
to gain from today**

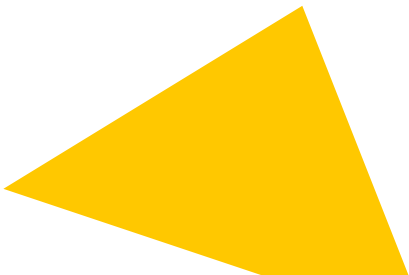


Equality, Diversity and Inclusion Committee

- One of the main committees of The Third Age Trust
- Our focus is to encourage and facilitate equality, diversity and inclusion being integrated into all aspects of the u3a movement
- Activities include supporting u3as to enact their legal responsibilities and to raise awareness of EDI issues amongst the membership

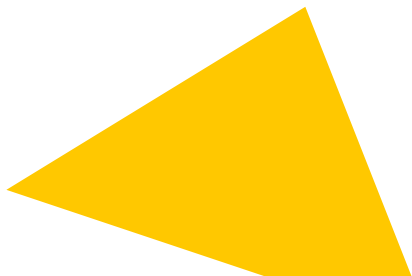
What do you understand when you hear the word **Equality**?

Equality is about ensuring every individual has an equal opportunity to make the most of their lives and talents



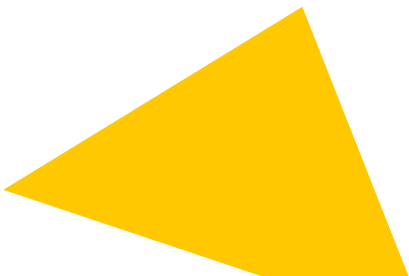
What do you understand when you hear the word **Diversity**?

Diversity is about taking account of the differences between people and groups of people, and placing a positive value on those differences



What do you understand when you hear the word **Inclusion**?

Inclusion is about a sense of belonging and
commitment from others, feeling valued, accepted and
supported



Equality



Equity



Inclusion



The Equality Act 2010



- The concepts of equality, diversity and inclusion are related to the protected characteristics in the Equality Act 2010
- Equality, diversity and inclusion is everyone's responsibility

The Equality Act 2010



Protects everyone in Great Britain from

- Discrimination
- Harassment
- Victimisation

**How many Protected
Characteristics are there?**

Can you name them?

We are all protected because each of us has at least one 'protected characteristic' under the Act:



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

**How do these protected
characteristics relate to your u3a?**



AGE

Hayling Island u3a Sea Shanty Group

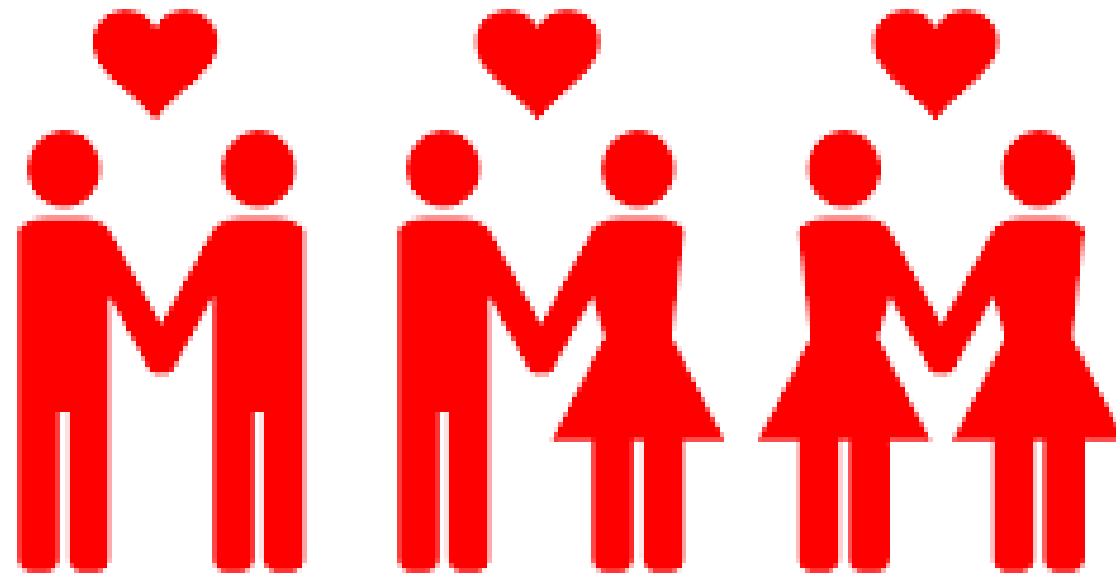


DISABILITY

GENDER REASSIGNMENT



MARRIAGE AND CIVIL PARTNERSHIP



u3a

PREGNANCY AND MATERNITY





RACE

u3a

RELIGION OR BELIEF





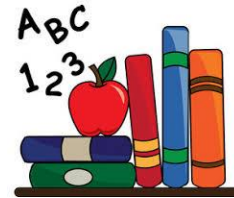
SEX

SEXUAL ORIENTATION



Other things to consider

- Economic inequality
- Social class
- Education
- Digital exclusion

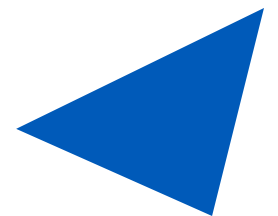


Small Group Discussions

You have 20 minutes to discuss what you have heard

- What stands out? Is there anything surprising?
- What does this mean for your u3a?

Nominate a scribe to be the spokesperson to feed back to the main group

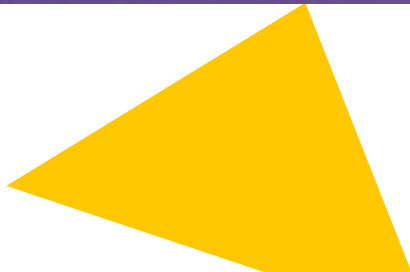


Resources

- EDI webpages – <https://www.u3a.org.uk/advice/diversity-and-inclusion>
- u3a EDI policy sample templates (ESW and NI) – Download from the Advice and Guidance section of the website under EDI – <https://www.u3a.org.uk/advice#diversity>
- Contact EDI committee: EDI@u3a.org.uk
- Equality and Human Rights Commissions:
 - <https://www.equalityhumanrights.com/en>
 - <https://www.equalityhumanrights.com/en/commission-scotland>
 - <https://www.equalityhumanrights.com/en/commission-wales>
 - <https://www.equalityni.org/Home>



**Let us be the best,
most inclusive
and welcoming
organisation we
can be**





Thank You

U3A

156 Blackfriars Road
London, UK
SE1 8EN

Contact the u3a Office

Tel: 020 8466 6139

Email: info@u3a.org.uk

u3a.org.uk

twitter.com/u3a_uk

facebook.com/u3auk

