

# U3A TRAINING CONFERENCE EQUALITIES TRAINING

APRIL 2018

# Introductions & Aims & Objectives

1. What is Equalities & an Equalities Framework?
2. Why is it important?
3. Benefits for local U3As.
4. What does it mean for U3As & Compliance?
5. Equalities Framework
6. Resources
7. Next Steps

# Aims & Objectives

1. Increased understanding of legal responsibilities in relation to equality and inclusion
2. Share experience, approaches
3. Information on resources and support

# **EXERCISE 1 in twos or threes**

4

- 1. What is 'Equality' ?**
- 2. Why is it important?**
- 3. The 9 Protected Characteristics under the 2010 Equalities Act**

# Feedback Exercise 1

# *Protected Characteristics*

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

*“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 where, what or whom they were born, what they believe, or whether they have a disability. Equality recognises that historically, certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination.” **EHRC***

*“ Equality is ensuring individuals or groups of individuals are not treated differently or less favourably , on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age” (Univ. of Edinburgh 2016)*

*“The right of different groups of people to have a similar social position and receive the same treatment “ (CED)*

## 2. Why is it important?

- ❑ U3A values – inclusion/accountability to all existing and potential members
- ❑ Meeting charitable duties & good governance
- ❑ Enhances user/members involvement
- ❑ Maximising reach of the U3A

# 3. Benefits for U3As?

- Enhances/builds community links
- Builds community champions
- Reduces risk of legal challenge

### 3. Benefits for U3As?

- Acknowledges intersections of discrimination for example age and disability
- Reinforces local credibility
- Demonstrates good governance and effective policies

# What does it mean for local U3As – Compliance & Legal Responsibilities

## 4. What does it mean for U3As?

13

- Compliance with Equalities Act 2010 – See Handout 1 in Training pack bold**
- Oversight & Risks
- Policies & Procedures
- Access to Services to Members
- Communication & Language

## 4. What does it mean for U3As?

14

Areas of their U3A's charity's operations –

1. **Organisational Culture – Handout 3**
2. **Communications – Handout 4**
3. **Accessibility – Handout 2**

# EXERCISE 2

# Group A pairs

16

*Have you developed a culture which recognises diversity, tackles inequality and promotes equality in all areas of activity?*

( for prompt) See the 3 questions top of Handout 3)

# Group B pairs

17

*How do you promote the U3A within your community to ensure the greatest reach?*

*(NB for prompt see 3 Questions at top of Handout 4)*

# Group C pairs

18

*What does your U3A do well and what could you improve?*

*(NB for prompt - See the 2 questions at top of Handout 2)*

# Feedback Exercise 2

# 5. An Equalities Framework for your local U3As

20

- **Equalities Statement**
- **Equalities Policy - Model Equalities Policy for local U3A groups – see Handout 7 in Training Pack**

## 5. An Equalities Framework

- ❑ A strategic approach - Linked to your aims and objectives, e.g. we want more members from x area or x community
- ❑ Monitor and review annually
- ❑ Use Testimonials/Case Studies e.g. in your Annual Report to show success

# 5. An Equalities Framework

- Consulting local community groups
- Get some local data
- Action Planning

# Organisation Culture

- 1. Do you have an equal opportunities policy statement?*
- 2. Do you have an equality & diversity policy which covers all areas of your operations?*
- 3. Is equality & diversity a topic within the induction of Trustees and group convenors?*

# Communications

- 1. Have you created links with other organisations / services?*
- 2. Communication methods that are fit for purpose for diverse groups of people?*
- 3. Do you have publicity/promotional materials that use a range of images of people who are/or may become members?*

# Access

*1. What is the profile & diversity of your membership?*

*2. Have you reviewed your building/physical environment (and/or advice to local groups re use of buildings) to consider how those with disabilities can gain access?*

*3. Have you reviewed your activities to ensure they are fit for purpose for diverse groups of people ?*

# Reasonable Adjustment

*“Duty holders need to make **reasonable adjustments** where disabled members would otherwise be at a substantial disadvantage compared to non-disabled people.”*

*“The Equality Act requires service providers to be proactive in identifying potential barriers to disabled people and to have a plan of action to reduce or eliminate these”\_*

# 6. Resources

See Checklists in Pack & Handout 5

- Equality Act 2010 [www.equalities.gov.uk](http://www.equalities.gov.uk)
- Equality and Human Rights Commission – [www.equalityhumanrights.com](http://www.equalityhumanrights.com)
- Government Equalities Office - [www.homeoffice.gov.uk/equalities/equality-government](http://www.homeoffice.gov.uk/equalities/equality-government)
- Access to buildings and the equalities act: <http://www.building.co.uk/cpd-4-accessible-buildings-and-the-equality-act/5050478.article>
- Model Policies

# 7. Next Steps

- Review & summary
- Priorities 2018
- Agreed Committee Actions