



# Accessibility policy for Beeston u3a

March 2021

## Statement

Beeston u3a is a learning co-operative and membership charity which enables members in their third age to share educational, creative and leisure activities. Members of each u3a draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). Beeston u3a is committed to ensuring that the u3a is as inclusive and accessible as possible for those in their third age who meet the criteria for membership. This policy document should be read alongside Beeston u3a's Equality, Diversity and Inclusion Policy.

## Aims of the Policy

This policy has been drawn up to ensure that Beeston u3a takes steps to review accessibility needs for individual members and makes reasonable adjustments, where possible, to accommodate the needs of members with disabilities and/or health related needs. The policy takes into account the requirements of the Equalities Act 2010 and the need for Beeston u3a to avoid discriminating directly or indirectly against members with disabilities and/or health related needs. The policy will act as a reference point for Committee Members, Group Facilitators and individual members in terms of the steps Beeston u3a will take. Beeston u3a is a membership charity and not a service provider, therefore whilst reasonable adjustments will be made to ensure that individuals can participate and can attend with carers to support their needs, there will be certain needs that the u3a will not be able to accommodate due to the level of care that an individual may need.

To offer equality of access we will endeavour to run appropriate aspects of Beeston u3a in a hybrid form using the wide range of communications available to us.

## Welfare Officer

A Welfare Officer will be identified from amongst the membership. This will be a volunteer role/committee member role.

The Welfare Officer will have responsibility for liaising with Group facilitators on an ongoing basis to ensure that groups are accessible and that group leaders are aware of what the expectations are and what adjustments may need to be made.

Review Date  
January 2024