

**Minutes of the London Region of u3a's Twelfth Annual General Meeting
Held on Friday 18th October 2024
Venue: LIFT Islington, 45 White Lion Street, London, N1 9PW.**

Derek Harwood welcomed the attendees and thanked all for coming to allow the benefit of a face to face AGM rather than just a Zoom online meeting.

There were 2 guest speakers scheduled for the Delegates meeting after the AGM -Susan Parker and Jayne Fisher - presenting about Equality, Diversity and Inclusion.

Derek Harwood confirmed that he would be the Chair for the AGM. A register was then taken of attendees (see bottom of table last page).

1. Confirmation of a Quorum

The Chair stated that the meeting was Quorate.

2. Minutes of the Eleventh AGM held on 20 October 2023 (previously disseminated)

No errors were identified. The acceptance of the Minutes was approved by all.

3. Matters Arising from the above Minutes

There were no matters arising.

4. Receive and Adopt Accounts for the period 1st September 2023 to 31st August 2024

The accounts had been previously disseminated. The highlights from them were:

- a. Summer programme was very popular, people from all over the country attended. Difficulty in recruiting volunteers to support organising the programme. Small team worked incredibly hard. Programme included a series of walks and visits to museums. A good financial result.
- b. Overall figures - deficit this year of £904. However this was offset by the large profit from the success of last year's summer school. It provided a surplus of £2,000 last year.
- c. In previous years our London trustee has paid (through a national expense claim) for our £700 'large' Zoom licence. This has not been received in time for inclusion in this year's annual accounts. However John Bent has now submitted the request and it has been paid (and will therefore be included in next year's accounts).
- d. Thanks to Jim Jenkins for his support in auditing the annual accounts.
- e. Overall LRU3A has healthy reserves with a combined bank balance £9,848 for the region.
- f. John Bent proposed acceptance of the annual accounts, , Jenny Wilson seconded. All voted to accept the accounts.

5. To elect the Independent Examiner of Accounts for forthcoming year

John Bent proposed that Jim Jenkins be our independent account examiner for the next year. Seconded by Liz Southcombe. All voted to accept the proposal.

6. Resolutions- None received

7. Election of Officers and Committee Members to the LRU3A Executive Committee.

Jenny Wilson and Derek Harwood are stepping down from the Committee (as Joint Vice Chairs). Jenny Wilson has stood, and now been elected, as the London Regional Trustee on the Third Age

Trusts' national board. The meeting congratulated her on this appointment. It will be good that London u3a now have a voice on the national board. Derek Harwood's term as a LRU3A 'Officer' is complete and he is now standing as LRU3A Web Manager.

If it had not been for Jenny Wilson and Derek Harwood, LRU3A would have folded. Liz Day formally thanked Jenny and Derek for standing in and for keeping LRU3A running and without a Chair.

The issued Nominations List showed that Val Girling (Palmer's Green) was standing as Chair, and Bonita Silverman (Redbridge & District) was standing as Vice Chair. Maria Guest-Naharnowicz (Welling) is standing as Business Secretary. All others (Liz Day, Rikki Wallman, John Bent and Vivek Nanda) are standing for re-election.

The full list of Nominations for election was proposed by Derek Harwood, seconded by Sandy Boden and approved by all present.

8. Annual Report (disseminated previously)

Highlights were read out by the Chair. Our overall regional membership is continuing to grow. London u3a membership dipped over the Covid period as did u3as nationally. But now numbers are growing nationally (last year grow from 375,000 to 390,000 and expected to reach 405,00 this year). At last year's national AGM the u3as had passed a Resolution to grow the membership to 500,000 by the end of 2028. At the recent Milton Keynes national AGM how to achieve this membership growth target was heavily discussed. There is work ongoing in communications and raising the profile nationally. Spend on national advertising has been increased and a recent article in The Guardian highlighted the benefits of joining a u3a. London region u3as are very diverse in nature but collectively we continue to grow and contribute to the overall target.

Liz Day highlighted that we are still looking for someone to run the Group Co-ordinators' Peer Support Group. A few years back, there was good support for Group Co-ordinators but due to no volunteer, this Peer Support Group has ceased.. Similarly we are still looking for a volunteer to be our PR Advisor and support this Peer Support Group.

We still need a volunteers to provide new blood and energy in running LRU3A.

There had been another successful Chairs' networking meeting in the year with a range of topics shared.

Other highlights – many of the u3as are in the process of migrating their websites from Sitebuilder to the new SiteWorks software. 13 out of 22 of London's u3as are now live on SiteWorks with another 6 close to going live and the rest will complete by the end of the year.

Delegates meeting dates – the next one is scheduled for 17/1/2025.

Communications (Rikki Walkman and Vivek Nanda) - always seeking additional help. We send our mailshots max twice a month to Chairs. It's important to keep members aware of what's going on across the region. It was asked that the LRU3A information is cascaded to u3a members. Also there was an appeal to those using membership /ticketing systems to get in touch. LRU3A currently uses WuFoo but this had limitations.

Mill Hill member suggested a future annual calendar of event dates might be useful. Vivek Nanda suggested that members look at the Events calendar on the website. This shows all LRU3A events. Some u3as pick up on the LRU3A communications and send out 'blast emails' to highlight coming events. Some members might miss out (for example, on the Summer Programme) if u3as do not cascade this information.

Vivek Nanda also provided a lookahead with our Autumn Programme now started. This includes walks visit to the Wallace collection and a musical event. We are trying to use venues which are free and to keep cost of paid events down to £10.00 per event.

John Bent advised the meeting that we have a new u3a in London. Peter Chung has set up Newham which has started with 25 members but growing. Unfortunately Dagenham u3a has closed so we remain as 43 across London. There are however geographical gaps in London. Haringey u3a folded a couple of years ago so there is a gap there. Chelsea and Kensington also haven't got a u3a. A loss for their local communities.

9. Dates of Next Delegate Meetings – 2025

- a. Friday 17 January
- b. Thursday 17 April (Thursday 17 April not Friday 18 April to avoid Good Friday)
- c. Friday 18 July
- d. Friday 17 October + AGM

Probably all of these will be online to minimise costs however the Chair advised that they would like to make one of above a face to face meeting (and possibly the AGM). While some members had requested this, others had indicated they wouldn't travel and preferred online.

Chairs Networking lunch date: Wednesday 26th February 2025 as a face to face event.

10. A.O.B.

No other business was raised.

The Chair thanked all for attending and supporting LRU3A and the AGM was formally closed.

Delegates Meeting

Presentation to be given by Susan Parker (South West Regional Trustee) and Jayne Fisher (Merton u3a) on 'Equality, Diversity and Inclusion' principles.

They started the presentation by advising that it would be a shortened version of a longer workshop version for committee members and members. The full length version can be booked on the national u3a website. This presentation will be on the LRU3A website. This is the first face to face session of the presentation provided.

Feedback forms will be sent to all of the attendees and there was a request for all to complete and return these.

Overview- Equality Act, 2010 as it relates to Great Britain, protected characteristics amongst discussion.

Discussions ensued.

The Equality Act 2010 applies to all of us, not just u3a members.

Definitions explained about equality, diversity and inclusion. Discussions followed around these values.

Equality, Equity, Inclusion- taking fence away. No barriers.

Some differences in Scotland and Wales. N.Ireland has totally different concepts. The highlights are on websites. These will be included in your notes.

What are the protected characteristics? 9- all were listed and each protected characteristic was discussed.

Age- must not be discriminated because of a certain age group

Disability- physical or mental impairment – 22% population has a disability. This might be due to impairment becoming more apparent. Assistance dogs are allowed to attend u3a meetings.

Being nervous or shy can be a non visible impairment. Be prepared to make reasonable adjustment.

Carer can attend u3a meetings, but cannot take part.

Members might not be open to disclose their gender re-assignment. Be aware of this.

With marriage and civil partnership – we do not need to ask the relationship status.

We are trying to make ourselves more inclusive so we must include reasonable adjustments, with pregnancy and maternity and grandparent duties.

There are racial diversions across all u3as

Do we use leaflets in other languages? Can it be seen by all members of the public?

How can we help local communities understand us?

Maybe we can work alongside different communities with shared projects.

2010- we cannot be discriminated by sex. No male or female only interest groups.

Discrimination by perception is often across many different protected characteristics.

Other things to consider- (not in the act)-

Economic inequality; social class; education; digital exclusion.

Resources are available for the links and further information.

When we go back to the committee, discussion should take place and encourage that we should have a EDI policy and representative.

20/11/2024 – on national website page- if you want to join online to see full presentation.

Q- digital exclusion – this u3a has 621 members, 18 have no email addresses. Very reliant on communicating via website, buddy system has been in place.

Digital skills training -2 parts – basic training -has recently been very successful

Never been lower age limit for u3a. Object clause... hence rebranding to u3a.

9 or 10 members who don't give email address- are only given posted AGM notices.

Members with dementia -are we aware of the increase in number of members who are showing signs of dementia. As a committee, you should be aware of this concern and IF DEEMED APPROPRIATE be in touch with the family.

No political organisations should be demonstrated via badges etc.

Accessibility can be an issue for members holding interest groups at their own homes. It would be hoped that a movement of venue could be investigated.

Only 12 u3as have a EDI policy. Policy template is on u3a website.

Membership code of conduct could have 1 line about EDI- suggestion by Derek Harwood.

4 u3as advised that they had statements re EDI on their membership forms.

Meeting ended at 16.05 pm.

APPENDIX - Attendance

	Present	Apologies
Committee & other posts		
Chair		Val Girling
Vice-Chair		Bonita Silverman
Membership Secretary	Rikki Wallman	
Treasurer	John Bent	
PSG Coordinator	Liz Day	
Communications Coordinator	Vivek Nanda	
Public Relations Advisor	vacancy	
Webmaster	Derek Harwood	
Talks & Summer Programme	Catherine Ware	
Events Coordinator	vacancy	
Mailchimp Coordinator	Rikki Wallman	
Business Secretary	Maria Guest-Naharnowicz	
Regional Trustee	Jenny Wilson	
u3a Representatives		
Abbeywood & Thamesmead		
Barking & Dagenham		
Barnet	Jim Jenkins (V) /John Bent /Avril Lovett	
Beckenham		
Bexley		
Brent		
Bromley	(V) Sandy Boden, Angela Dowling	
Crouch End		
Croydon	(V) Jenny Wilson/ Sheree Yapp-Davis	
Dulwich & District	(V) Liz Day	
Ealing	(V) Jill Stern /Derek Atkinson	
Enfield		
Hackney	(V) Liz Southcombe/ Ken Davison	
Hammersmith & Fulham		
HGS		Margaret Harris
Harrow		
Havering		
Hillingdon		
Hillingdon South		
Hounslow		
Islington	Chris Bulford/Vivek Nanda/Derek Harwood	Sally Fox
Kenton	Diana O'Reardon	
Kingston		
Merton	(V) Linda Thomas /David Drummond	
Mill Hill	(V) Melvin Sadler /Jill Halstead	
Newham	Peter Chung	

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North London	Michael Jones	
Northwood & District		
Norwood		
Orpington	(V) Sue Howe	
Palmers Green & Southgate	(V) Anne Rayner	Val Girling
Redbridge & District	(V) Evelyn Russell /Rikki Wallman	Bonita Silverman
Richmond	(V) John Cardwell	
Sidcup		
SouthEast London/London SE	(V) Chris Melville	
Stanmore		
Sutton Area	Sue Dennis /Graham Vincent	
Tower Hamlets		
U3A in London (Belsize Park)		Barbara Stevens
Upminster	(V) Robert O' Keeffe	
Waltham Forest	(V) Barbara Humm /Christine Farnes	
Wandsworth		
Wanstead & Woodford		
Welling	Maria Guest-Naharnowicz	Pat Perry
TOTALS	21/43 LR u3as represented altogether. Total attendees (at peak, 34) 22 u3as not represented (of which 2 sent apologies)	