



Your u3a and Equality, Diversity and Inclusion

Supporting u3as to enact their legal responsibilities



This presentation was developed by the EDI committee – September 2024

u3a

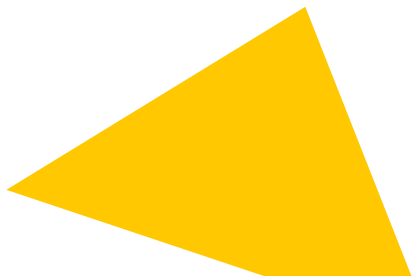
Housekeeping



Overview

- Welcome and Introductions
- Objectives
- The Equality Act 2010 as it relates to Great Britain
- The Protected Characteristics
- Where to find more information
- Questions & Closing thoughts

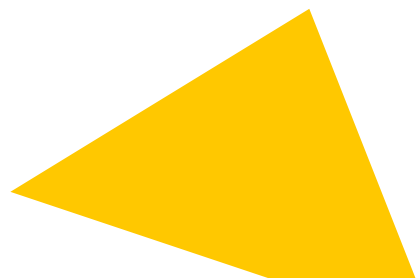
**Take a minute to think about what you are hoping
to gain from today**



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

**What do the words
Equality, Diversity and Inclusion
mean to you?**



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

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

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

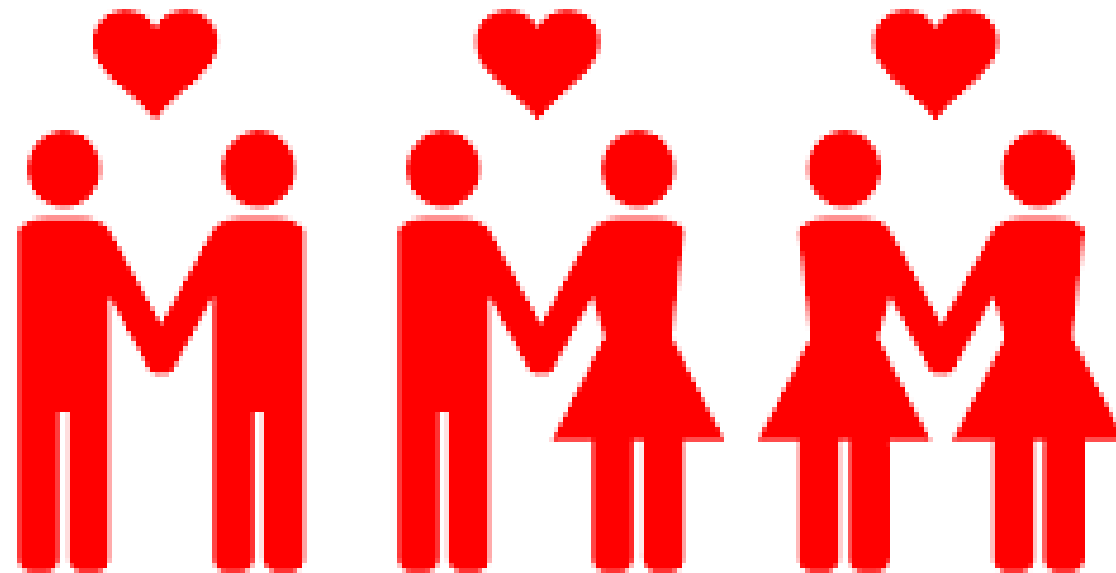


DISABILITY

GENDER REASSIGNMENT



MARRIAGE AND CIVIL PARTNERSHIP



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PREGNANCY AND MATERNITY





RACE

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RELIGION OR BELIEF





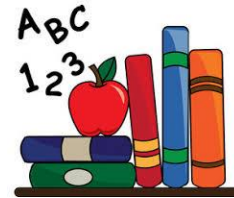
SEX

SEXUAL ORIENTATION



Other things to consider

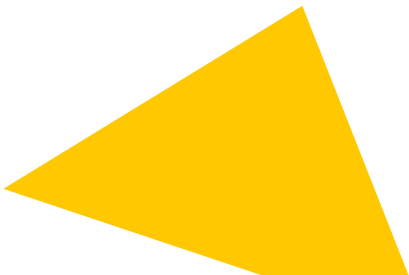
- Economic inequality
- Social class
- Education
- Digital exclusion



Resources

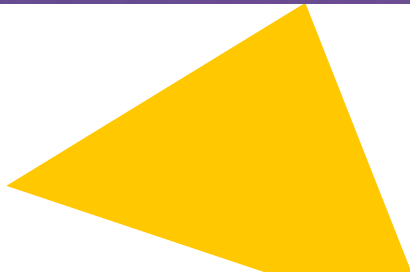
- u3a EDI policy sample templates (ESW and NI) – Download from the Advice and Guidance section of the website under EDI – <https://www.u3a.org.uk/advice#diversity>
- Contact EDI committee: EDI@u3a.org.uk
- Equality and Human Rights Commissions:
 - <https://www.equalityhumanrights.com/en>
 - <https://www.equalityhumanrights.com/en/commission-scotland>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

QUESTIONS





**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

