

Great Glen U3A

Accessibility and Welfare Policy

Our policy is to take all reasonable steps within our available resources, and subject also to the reasonable interests of other members, to ensure that people with disabilities are able to attend and take part in our meetings and activities with as little difficulty as is possible. (As we are a self-help organisation made up of volunteers, it is not possible for us be providers of care.) To this end we take the following steps:

- Appoint an Accessibility and Welfare Officer to serve as a point of reference and a focus for supporting members with disabilities
- Invite members and prospective members to notify us of any disabilities they may have and communicate reassurances of our readiness to provide appropriate support
- As far as possible ensure that our venues are accessible, and have suitable amenities and facilities for disabled people
- Allow members to bring carers to our meetings and activities without requiring carers to become members. NB. It is for members needing the support of a carer to make their own arrangements for such care
- As far as possible ensure that our visual and aural communications meet the needs of those who have notified us of difficulty or disability.

Any members or prospective members who consider that they have not been afforded the support implied in this policy should in the first instance raise the matter with the Disabilities Officer. If they remain dissatisfied, they should contact the Chairman of the Committee of Trustees.

This policy will be subject to annual review by the Trustee Committee.

4 February 2020