

## **Accessibility for Disabled Members Policy**

Disability comes in many forms, some of which are not immediately apparent. In addition to barriers to physical access, disability can be in the form of sight, hearing, physical and mental comfort and require provision of appropriate facilities.

Kingsbridge Estuary u3a will take all reasonable steps to ensure that meeting venues are suitable for disabilities involving physical access, sight, hearing, physical and mental comfort, and the provision of appropriate facilities wherever possible.

### **Access**

Kingsbridge Estuary u3a will do all it reasonably can to provide access to monthly meetings and interest groups for existing and potential new members with any disability.

All reasonable steps will be taken to ensure that people with disabilities can attend the interest groups of their choice independently.

Members who are not able to participate in their chosen u3a activities without assistance will be given the opportunity to bring a companion/carer with them, who for the time that they are in attendance, will be covered by the liability insurance provided by The Third Age Trust. The only exception to this is a professionally employed carer who would have to be covered by an individual liability policy.

### **Venues**

Kingsbridge Estuary u3a will try to ensure that venues are fully accessible to members with physical disabilities including those using wheelchair and mobility scooters, and that there are accessible disabled toilets.

**Members' Homes:** Some meetings are held at the homes of members. It is unlikely that these will have disability access and it would not be practicable for the home- owner to make reasonable adjustments to accommodate them. Unless an alternate venue is agreed by all existing members in the group, then unfortunately it will not be possible to provide access.

**Other Venues:** Some meetings may take place at other venues. Where a person with an access disability wishes to join a group at any of these venues, all reasonable steps will be taken to facilitate access or seek alternative accommodation in consultation with other members of the group.

**Joining a Group:** In all cases for u3a members it is necessary to communicate with the Group Organiser before joining a group. Where a person with a disability wishes to join a particular group, it is necessary for that person to make the Organiser aware of any disability requirements. Any changes required can then be discussed with the group and a decision taken on feasibility.

**u3a Committee:** If a member or prospective member has a disability issue which they feel has not been satisfactorily considered then they can make representation to the Committee for the situation to be further considered.

**Joining Groups involved in Physical Activities:** Where a group activity is of a physical nature e.g., exercise, walking, birdwatching, then it is a requirement that a member with any disability or relevant physical or mental health issue informs the Group Organiser/Leader in private before taking part (at least the day before) and a decision on participation reached. The Group Organiser/Leader or Kingsbridge Estuary u3a cannot take any responsibility for health issues, the taking of medications etc. which may affect that group activity or place an unacceptable responsibility on or risk to other members.

Signature

Date