

Tetbury & District u3a - Member Code Of Conduct

Mutual respect, supporting and learning from each other and effective communication are key elements to our work. u3a members, volunteers and Trustees have the right to carry out their responsibilities without being bullied or abused either verbally or physically.

We expect u3a members, volunteers and Trustees to:

- Treat everyone with dignity and respect regardless of their age, gender, ability, race, cultural background, sexual orientation or religious belief.
- Maintain a respectful attitude towards the opinions of others.
- Act as a good role model with appropriate behaviour.
- Act in the best interest of the u3a movement and not do anything which may bring the u3a into disrepute or expose it to undue risk.
- Uphold the Principles of the u3a movement set out overleaf.
- Promote diversity, equality, and inclusion in everything we do.
- Abide by Tetbury & District u3a policies and procedures relevant to their role.
- Use our resources responsibly and only to further our stated charitable objects/purposes.
- Reflect the current organisational policy of our u3a, regardless of whether it conflicts with personal views.
- Ensure organisational and individual confidentiality at all times.

We expect everyone to contribute in a positive way and ask that everyone keep this Code of Conduct in mind to make our u3a a positive place to be a part of.

Our u3a operates a zero-tolerance policy towards violence, harassment, bullying and sexual, religious or racial discrimination of members, volunteers, Trustees, contractors and the general public. If any such conduct is identified, we will take appropriate action to protect the relevant parties.

All those who are part of the u3a movement have a duty to report any safeguarding concern to their local u3a Committee where it relates to a member of their u3a.

The u3a movement is non-religious and non-political and has three main principles:

The Third Age Principle

- Membership of a u3a is open to all in their third age, which is defined not by a particular age but by a period in life in which full time employment has ceased.
- Members promote the values of lifelong learning and the positive attributes of belonging to a u3a.
- Members should do all they can to ensure that people wanting to join a u3a can do so.

The Self-help Learning Principle

- Members form interest groups covering as wide a range of topics and activities as they desire; by the members, for the members.
- No qualifications are sought or offered. Learning is for its own sake, with enjoyment being the prime motive, not qualifications or awards.
- There is no distinction between the learners and the teachers; they are all u3a members.

The Mutual Aid Principle

- Each u3a is a mutual aid organisation, operationally independent but a member of The Third Age Trust, which requires adherence to the guiding principles of the u3a movement.
- No payments are made to members for services rendered to any u3a.
- Each u3a is self-funded with membership subscriptions and costs kept as low as possible.
- Outside financial assistance should only be sought if it does not imperil the integrity of the u3a movement.

Approved by Trustees: 15 April 2026

Amendment history

April 2026 – new policy.