

Group Coordinators Meeting 2025

Equality Diversity & Inclusion Policy

Over the past 2 years a number of our members have raised the issue of lack of diversity within Su3a. In the past most new members heard about Su3a from friends who are members. The main issue with this is that people's friends are often like themselves so it replicates stereotypical images of a white middle class organisation, a term which has been used by our members on more than one occasion. This was one of the main reasons for introducing the Facebook Page. It reaches people who are interested in what we have to offer irrespective of their background. Additionally, the EC would like to see Equality and Diversity issues embedded into Su3a culture so that it becomes second nature to think about accessibility of venues and we should be aiming to foster an environment where people with disability issues don't have to ask for a reasonable adjustment. We've made some head way here with the closed captioning for the Showroom lectures but then we had a miserable failure when we had to be told by members that the mic system in this building (CURC) was not good enough for some people with hearing issues. We have already set up an EDI sub committee to carry on the work and will keep you informed of what is happening.

Running a Group

What are the most important rules when you're running a group?

1. Every group member has to be a member of Su3a. Why? - Because of Insurance. Also Data Protection. If you're sharing phone numbers and email addresses of group members with non members that's a breach of our Data Protection policy which could get us into trouble with the Information Commissioner.
There are two exceptions to this rule –
 - i. Where a non member is wanting to try a group before joining Su3a
 - ii. Where a member needs a carer to accompany them to the group.These exceptions don't apply to trips and holidays.
2. Health & Safety - You must have a risk assessment. Why? Because it proves that someone has sat down & thought about what risks are involved in the group activity. There's a popular myth that it's better to have no risk assessment at all than to have one that misses something out which later causes an incident. This is not correct. Missing something out is more likely to be seen as human error. Not doing a risk assessment may be seen as negligent.
3. Data Protection – Be careful of what personal data you keep and only share it with others if you have every ones permission to do so. I'd recommend sending email by blind copy that way scams don't get passed around within the group. When someone leaves always delete personal info though that can be difficult if you have a device which retains email addresses even when you've deleted them from your contacts

Interest Groups Online – The Third Age Trust (TAT) run certain online interest groups for which a charge is made. However membership of Interest Groups Online does not include membership of a local u3a. So if any member of an online interest group wants to join a Su3a group they will ultimately have to join Su3a.

Carers – Carers are there to look after group members with a disability, mental or physical. They do not need to be a member of Su3a but if they wish to take part in the group activity then they must be a member and pay group fees. Example: Kurling group.

Attendance Records – no longer required but some venues require them and we suggest its good practice. Ask the venue how long they need you to keep them for. Otherwise keep just for a few weeks.

Su3a 40th Anniversary

It's the 40th Anniversary of Su3a next year and were planning a number of events.

The main event will be a day long Su3a fest at Whirlow Brook Hall taking Place on Tuesday 9th June 2026.

There will be drawing "en pleine air" Music provided by our various music groups, Wellness in the Park walks and we're hoping that the some of the groups here will come forward with more contributions. Perhaps Walking Groups can devise a walk ending at the Park for a lunch stop and to enjoy what's going on.

Please get your thinking caps on. Of course we'll also need volunteers on the day for meeting and greeting and generally helping out.