

## MEMBER CODE OF CONDUCT

Our u3a like all u3as, is run entirely by members for members. Your committee has developed this Code of Conduct to help us remain a vibrant, friendly, inclusive organisation. It is thoughtful and mindful communication and relationships between all members, whatever their role, and with members and staff of organisations which help us deliver our activities, that underpin the success of our u3a.

- Before enrolling, prospective members are asked to familiarise themselves with the Principles of the U3A Movement (see below), which include self-help and mutual aid.
- Following enrolment members are expected to adhere to and promote the Principles of the u3a Movement.
- Members are expected to treat each other with dignity and respect at all times.
- Members should have a care for the wellbeing and safety of other members and the organisation by:
  - Being punctual and reliable in attending U3A activities and wherever possibly notifying non-attendance, longer absence or withdrawal from groups and other commitments
  - Avoiding all forms of behaviour that may discriminate against, intimidate or harm other members or disrupt meetings or events
  - Participating safely in groups and activities, abiding by any reasonable directive or prerequisite specified by the group or event leader.

- Members must observe strict confidentiality regarding other members' personal information to which they may have access and never disclose such information to a third party without permission.
- Members are expected to use Ilkley & District u3a's resources responsibly and only to further its stated charitable objects/purposes.
- Members are expected to abide by Ilkley & District u3a's procedures and practices.
- Members should comply with and support the decisions of the elected committee.
- Members should always act in the best interests of Ilkley & District u3a and the u3a Movement, and never do anything which could knowingly bring Ilkley & District u3a or the u3a Movement into disrepute or expose it to undue risk.

## **Principles of the u3a Movement**

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.