

Crawley u3a Members Code of Conduct

How Crawley u3a fits into the u3a Movement

The **Third Age Trust** (TAT or “the Trust”) (<https://www.u3a.org.uk/about>) is the umbrella organisation that oversees all u3as in the UK and runs the national office in London. The Trust supports local u3as in both administration in the form of collective insurance and IT systems; plus developing their activities. On their website there is information about the u3a organisation and a wealth of material to help local u3a committees and groups.

The u3a movement is NOT a ‘top down’ organisation, as each u3a is legally an independent organisation (normally as a registered charity) that operates on its own. But every u3a is, by definition, affiliated to the Third Age Trust, having signed an agreement when it was formed and renewed each year.

As Crawley u3a is an independent charity it must follow the rules of the Charity Commission, and be governed by a board of Trustees, known as the Trustee Team (or Committee), comprising between 5 and 10 members.

The Trustee Team are elected at each Annual General Meeting (AGM), held each year in November. They are responsible for the governance of Crawley u3a including directing how it is managed and run. They recommended the membership and group fees for each year at a level which ensures the u3a is financial sustainable over the long-term.

The Support Roles are volunteers who assist with Crawley u3a’s organisation, but who are not Trustees.

Group Leaders run the individual Groups, often with assistance from other Group members. We are dependent upon volunteers putting themselves forward to act as Trustees, Group Leaders, and other support roles.

The u3a Motto, Vision, Mission & Principles, and Code of Conduct

u3a motto: learn, laugh, live

1. Vision, Mission & Principles of the u3a Movement (from the TAT website [Vision & Mission](#)).

Our Vision

Our Vision is one where everyone has the opportunity to have a positive and fulfilling later life through lifelong learning.

Our Mission

Our Mission declares our purpose as an organisation and serves as the standard against which we weigh our actions and decisions. It is to:

- Facilitate the growth of the u3a movement.
- Provide support for the management and delivery of learning opportunities.
- Raise the profile of the u3a movement.
- Promote the benefits of learning in later life through self-help learning.

The 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.

Diversity and Inclusion.

- Creating an inclusive culture, that values diversity, in how we treat each other and interact.
- Ensuring that diversity and inclusion is a natural part of what we do, firmly embedded in our culture.
- Retaining the diversity and inclusion of our membership where we are doing well and improving the Diversity and Inclusion of our membership overall.
- Meeting our statutory requirements by taking positive action and building a culture that champions diversity and inclusion.

2. Crawley u3a Members Code of Conduct (from TAT Template April 2023)

Purpose: To clarify the standard of behaviour expected from each u3a member.

Scope: Relevant to all u3a members

- Members are expected to know, follow, and promote the [Principles of the u3a Movement](#) (as above) at every opportunity.
- Members must always act in the best interests of Crawley u3a and the u3a Movement, strive to uphold its reputation and never do anything which could bring their own, another u3a or the u3a Movement into disrepute or expose it to undue risk.
- Members are expected to use Crawley u3a's resources responsibly and only to further its stated charitable objects/purposes.
- Members are expected to reflect the current organisational policy of Crawley u3a, regardless of whether it conflicts with their personal views.
- Members are expected to abide by Crawley u3a's procedures and practices.
- Members are expected to always treat each other with dignity and respect.
- Members will need to ensure that they are able, with support from their own carer, if required, to undertake any activity.