



## Verwood u3a – Members Code of Conduct Policy

<b>u3a</b>	<b>Verwood u3a Members Code of Conduct Policy</b>	The Third Age Trust	
Version	Description of changes	Date adopted	Review Date
<b>1.0</b>	New Policy	24/01/2026	Jan 2028

All u3a members are expected to conduct themselves in line with the u3a Movement’s Guiding Principles and agree to abide by any membership conditions properly imposed by the Verwood Executive Committee

### Specifically

- Members are expected to know, follow and promote the principles of the u3a Movement at every opportunity
- Members must always act in the best interests of Verwood 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 treat each other with dignity and respect at all times
- Members are expected to use Verwood u3a’s resources responsibly and only to further its stated charitable objects/purposes
- Members are expected to reflect the current organisational policy of Verwood u3a, regardless of whether it conflicts with their personal views
- Members are expected to abide by Verwood u3a’s procedures and practices

### Principles of the u3a

The u3a Movement is non-religious and non-political. Each u3a is independent, and largely makes its own rules within these national principles. Membership of Verwood 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 Verwood u3a. Members should do all they can to ensure that people wanting to join Verwood 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 conveners; 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.

## **Interest Groups**

Within the u3a principles and any Verwood u3a guidance, conveners and group members are largely free to run their groups as they wish. As a general principle, it is good to involve as many members as possible in the running of the group

All members of a group should agree to respect the principles of the u3a and agree to the purposes of the interest group they wish to join. Members should respect the wishes and expectations of the whole group and discuss, establish and abide by basic ground rules for group activity

Membership of a group is restricted to people holding a current Verwood u3a subscription. Individuals may not be admitted without proof of membership if a person's membership has not been renewed within a 2-month "grace period" during which the person is still covered by the u3a's insurance

The needs of every member of a group should be met as far as is reasonably possible, with reference to the Equality, Diversity and Inclusion Policy and the members' health and capability. Any problems, issues, disagreements or unacceptable behaviour should be discussed with the Groups Team if it cannot be resolved within the group. In the event that a complaint from a member or members about an issue, disagreement or unacceptable behaviour cannot be resolved at that level it should be raised under the Complaints Policy and Procedures

## **Breaches of the Code of Conduct**

Any breach or suspected breach of this code of conduct by a member or Trustee shall be dealt with under the Complaints Policy and Procedures. This procedure is intended to ensure any issues are dealt with promptly, fairly and consistently. All parties are encouraged to take a problem-solving approach to achieve resolution.

