

Hammersmith & Fulham u3a (H&Fu3a)

Membership Code of Conduct

All members of H&Fu3a are expected to conduct themselves in line with the national Guiding Principles of the Third Age Trust and the u3a movement. These are:

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

u3a members, Trustees, Council Representatives, and Volunteers, should:

- 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 good role models with appropriate behaviour.
- Act in the best interest of the H&Fu3a and not do anything which may bring it or the wider u3a movement into disrepute or expose it to undue risk.
- Uphold the Principles of the u3a movement.
- Promote diversity, equality, and inclusion in everything we do.
- Abide by Third Age Trust and H&Fu3a policies and procedures (as relevant to their role).
- Use the resources of the u3a responsibly and only to further its stated charitable objects/purposes.
- 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 the u3a movement a positive place to be a part of.

H&Fu3a operates a zero-tolerance policy towards violence, harassment, bullying and sexual, religious or racial discrimination of u3a members, Volunteers, Trustees, Council Representatives, and the general public. If such bad behaviour is identified, the u3a 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 concerns either to their local u3a where it concerns a member of their own u3a, or the u3a Office if it relates to Third Age Trust Volunteers, Trustees or staff.

This Code of Conduct has been approved by the Committee of H&Fu3a and will be submitted for approval by the members of the u3a at the AGM to be held in November 2026.