

Agreed: September 2021

Next review: September 2023



Code of Conduct

As a condition of your membership of Swindon u3a, you agree to abide by this Code of Conduct by:

1. Participating in Swindon u3a activities in a respectful, inclusive and positive way at all times and abiding by all Swindon u3a policies and with the Swindon U3A Constitution as well as the principles of The Third Age Trust. – see below.
2. Being honest and ethical in all dealings with Swindon u3a, its members and other related organisations.
3. Showing respect, courtesy and consideration to everyone with whom you deal within Swindon u3a, related organisations and the general public in relation to u3a activities.
4. Being punctual and reliable in attending u3a group meetings, events or other commitments and, wherever possible, letting the Group Organiser know of non-attendances, longer absences, withdrawals from groups, events, or volunteer commitments.
5. Observing strict confidentiality regarding organisational and members' personal information to which you may have access and never disclosing contact details of any Swindon u3a member to anyone without their permission unless these have been published in the Newsletter.
8. Not engaging in any form of gambling or consumption of alcohol in any group activity or otherwise, unless expressly authorised by the Group Organiser or event organiser.
9. Refraining from activities or comments that promote a personal business, product or cause, or that would place others in a vulnerable situation either financially, physically or psychologically.
10. Promoting Swindon u3a in a positive way, refraining from harming the organisation's reputation or relationships by any inappropriate or untrue comment or action.

All Swindon u3a policies are available on the home page of the Swindon u3a website, www.swindonu3a.org.uk Paper copies of these policies are available for collection from the Swindon u3a office, Gorse Hill community Centre, Chapel Street, Swindon, SN2 8DA. The office is open on Mondays, Wednesdays and Fridays from 10.00

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 movement.