



www.matlockareau3a.org.uk

Welfare Policy and Procedures

(Supporting Members with disabilities and illness)

Setting the scene

Individual U3As are encouraged by our National Office to adopt a Welfare Policy. Matlock Area U3A (MAU3A) is committed to ensuring that its members are appropriately cared for when engaged in U3A activities. This care includes endeavouring to ensure physical, and emotional well-being and safety of all members including those with disabilities. The committee can provide support to a group as necessary.

In doing so the principle of mutual aid and support by all members should be encouraged. Group activities should engender a feeling of warmth, friendliness and that no-one feels left out or alone.

Given the age profile of members instances of illness and death are inevitable. MAU3A will show concern and care for members who are ill and for their families in case of death.

Members with physical difficulties

Members may find accessing venues difficult. Members with mobility issues should ask the group coordinator beforehand to check whether a particular event is suitable for them. Coordinators can discuss with the Committee possible ways of either improving access or to consider arranging an alternative venue.

Members may be hard of hearing or have sight problems. Speakers should be encouraged to use microphones when available and to position the speaker in a good light to aid lip readers and those with sight problems. It might be useful to assign seats near the front for those with hearing or sight difficulties.

Illness

Some illnesses may be progressive such as dementia, motor neurone and Parkinson's disease. Group coordinators are encouraged to take appropriate action as required and can ask what assistance, if any, would enable them to have continued access to group activities and to maintain involvement. Members should support each other as much as possible and consider ways of maximising their enjoyment. Courses on dementia are available.

If a member requires more than nominal assistance, they can bring their own carer. They do not need to be a U3A member, will not be charged and will be covered by the U3A liability insurance. The only exception to this is a professional carer who would need their own insurance.

Illness of a committee member or group coordinator

A relative or another member should inform the Chairman or Groups Liaison Officer so that alternative arrangements can be made if required.

Death of a member

Group coordinators are encouraged to take appropriate action on behalf of the group and MAU3A. This could be an email message, a phone call or collection of a small donation from the group and a suitable card.

The group coordinator or member should first inform the Groups Liaison Officer at groupsec@matlockareau3a.org.uk who then emails the Membership Secretary at membership@matlockareau3a.org.uk with details of the deceased member's name and address so that the name can be deleted from the membership database.

In case the member belongs to other groups the Groups Liaison Officer also informs the group coordinators at groups@matlockareau3a.org.uk.

Matlock Area U3A has additional policies that covers Health and Safety which has advice on procedures if there is an accident. There is also a Safeguarding Policy that has procedures in case of suspected abuse.

Policy adopted: March 2019

To be reviewed: March 2022