



## Welfare policy for The Moray Coast u3a. (V2.0)

### Policy Statement

The Moray Coast u3a is a learning co-operative and membership charity which enables members in their third age to share educational, creative and leisure activities. Members of each u3a draw upon their knowledge, skills and experience to teach and learn from each other (peer to peer learning). Moray Coast u3a is committed ensuring that the u3a is as inclusive and accessible as possible for those in their third age who meet the criteria for membership. This policy document should be read alongside Moray Coast u3a’s Accessibility Policy.

### Aims of the Policy

The Moray Coast u3a is a membership charity and **not** a service provider. A Welfare Officer is a volunteer in The Moray Coast u3a who tries to ensure that individuals can participate and can attend groups and meetings, with carers to support their needs, if required.

The Welfare officer will also liaise with group leaders about other health issues of group members which may be of concern to the group leader. The role of the Accessibility Officer is part of the remit of the Welfare Officer.

### Group Leaders and Welfare.

If a group leader has concerns about a group member’s wellbeing then that group leader should notify the Welfare Officer/Accessibility Officer in the first instance. Group leaders have a duty of care to members of the group(s) that they lead.

Examples of cause for concern could be:

- The member has not attended group meetings and has given no explanation for non attendance. This becomes more significant if the member is known to live alone.
- The member is not answering telephone calls or emails.
- There has been a sudden and unexpected change in the member’s behaviour.
- In an ideal world the Welfare/Accessibility Officer should have an organised contact with an appropriate social worker.

The role of the Welfare/Accessibility Officer should be that of a concerned friend rather than that of a “nosey neighbour.” We learn together but we also look after each other also.

Doc: Moray Coast u3a Welfare Policy		Moray Coast u3a
Version	Description of changes	Date
1.0	Original formatting	07/11/2021
1.1	Updated by The Moray Coast u3a	/11/2024
	Adopted by the Moray Coast u3a Committee	/11/2024
	Due for Review	April 2026