

Lancaster and Morecambe u3a

Walking Groups

Dealing with Incidents on Walks

Procedures to be followed when a walker breaches the guidelines issued to all members of the group on a walk.

Step 1

It is recommended that walk leader takes the member in question to one side at the end of the walk and explains to him/her how their action(s) were unacceptable.

The leader should expect an apology and/or a reassurance that the unacceptable action will not be repeated. The walk leader should inform the walk coordinator(s) of the occurrence within 48 hours.

If the cooperation of the member wasn't forthcoming, particularly if their action had the potential of causing serious injury to themselves or other members of the group, the walk leader and the coordinator should agree to move to Step 2. The member in question should be informed of the decision by the walks coordinator.

Step 2

The coordinator will invite the member in question to attend a face to face meeting with him/her and the walk leader. If the walk leader is also the coordinator, then an independent coordinator should attend the meeting.

Again there will be an expectation that an apology and a reassurance that the action(s) will not be repeated.

If the cooperation of the member is not forthcoming, then move to Step 3. The member should be informed of the decision.

Step 3

At this stage, if the coordinator becomes aware that the member in question is likely to have had a particular need on the day of the incident, the coordinator will seek advice from L&M u3a's Inclusion representative. Following this consultation, the coordinator will ask the L&M u3a Chair to appoint two independent committee members/trustees to meet with the member in question, the walk leader and walks coordinator.

The purpose will be to help judge whether the member in question should be barred from future walks. This might be for a defined period or on a permanent basis. The member should be informed of the decision.

NB

At all stages it is important that the member is given the opportunity to express their view of the incident in question and defend their actions.

Walks Coordinators September 30th 2022