

# **ASSOCIATION OF BREASTFEEDING MOTHERS**

## **EQUAL OPPORTUNITIES, DIVERSITY AND DISCRIMINATION POLICY**

The Association of Breastfeeding Mothers is committed in its aims which are laid down in the Constitution, namely - 'to promote the physical and psychological health of mothers and children through education in the techniques of breastfeeding, irrespective of whether they are members of the ABM or not, and to advance the education of the public, especially those persons concerned with the care of children, on the health benefits, both immediate and long-term of breastfeeding'.

We aim to achieve this, with due respect of all social groups and the following characteristics that are protected by the Equality Act 2010

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

Reasonable adjustments will be made in terms of disclosed disability. We will not discriminate against individuals on the grounds of protected characteristics or social groups.

Membership to the ABM is open to all individuals regardless of their protected characteristics. As an organisation that is responsible to its trustees and with respect to its charitable status, the ABM will act within the constitution of the organisation, and may disallow membership to an individual or take other disciplinary action against someone who cannot follow its aims, should the Central Committee decide that this is the appropriate action.

We are a UK charity and our insurance and governance will affect the geographical scope of our work.

Training as a mother supporter or breastfeeding counsellor is open to mothers who have breastfed for 6 months because we are a peer support charity. However we have alternative training available to those who are not mothers and/or who have not breastfed.

Our training and development fund also offers opportunities for ABM volunteers to further their training when they may have financial barriers for doing so.

The ABM has a complaints procedure. Should any discriminatory practices arise within the ABM and be brought to our attention, it will be the subject of our complaints procedure.

Beyond that, as an organisation, we are mindful of the fact that discrimination can be unconscious as well as present obviously and consciously.

It is also appropriate that we reflect on our publications, social media activity and wider messages to encourage a diverse membership wherever possible.

Our central committee collects data on the make-up of our volunteers to have a better understanding of the groups we represent – something that can be hidden because of the nature of our training and support.

Revised Feb 2017 EP and LM