



Equality and Diversity Policy

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Last Review Date: November 2009
Next Review Date: February 2017
Owner: HR Advisor

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The Breastfeeding Network (BfN) is committed to promoting Equality of Opportunity of access and participation for all users of its services and its members in all of its structures and their workings. BfN values diversity and has due regard for those groups of people with identifiable characteristics which can lead to visible and invisible barriers thus inhibiting their joining and full participation in the BfN.

BfN aims to make all its services and resources available to all and intends that no user, trainee, volunteer or staff will be discriminated against on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or unrelated criminal activity or convictions. BfN recognises variation on family structure, parenting styles and diversity in family life.

BfN is committed to promoting equality and eliminating discrimination in its services, employment practices and its training and coordination of volunteers. BfN is committed to monitoring and evaluating its performance in order to put the above policy into practice. BfN will distribute and publicise this policy to its users, volunteers and staff aiming to:

- Ensure that any user, volunteer or staff member who believes that they or another user volunteer or staff member have received unequal or unfair treatment is able to express this grievance
- Ensure that any complaint about unequal or unfair treatment is investigated promptly and acted upon appropriately
- Ensure that any user, volunteer or staff member who makes or supports a complaint about unequal or unfair treatment is protected from victimisation
- Ensure that any policies, practices and strategies do not directly or indirectly discriminate unfairly against anyone
- Provide training for all those with responsibility for making sure that this policy is put into place
- Ensure that trainees receive support and are given an equal chance to learn free from discrimination and prejudice and this principle will also apply to opportunities for continuous professional development for all volunteers and employees.
- Understand the particular needs of families from all ethnic backgrounds and to ensure that our service including training, written materials, literature and publications reflect our diverse and multicultural/racial community
- Deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access not barriers to individuals

Users, employees and volunteers of our services are expected to support the Equality and Diversity Policy and not to behave in a discriminatory way or to express prejudiced views. Volunteers are also guided by their Code of Conduct

The Directors are responsible for ensuring this policy is implemented throughout the Breastfeeding Network and are committed to making this policy work.

To contact them please write to

The Chair of Directors,
Breastfeeding Network,
PO Box 11126
Paisley PA2 8YB

or email ceo@breastfeedingnetwork.org.uk

Any employee wishing to make a claim to the Employment Tribunal should do so within three months of experiencing discrimination. Any worker found to be discriminating will face disciplinary proceedings.