

EQUALITY & DIVERSITY POLICY

Oxfordshire Breastfeeding Support (OBS) respects and values diversity and is committed to providing equality and fairness to all involved in our organisation regardless of age, disability, sex, sexual orientation, gender reassignment, marital status, pregnancy and maternity, ethnicity, nationality/national origin, religion or belief or any other criterion not relevant to the point at issue. We are opposed to all forms of discrimination.

Scope of this policy

This policy applies to trustees, facilitators, volunteers and service users.

Our trustees, facilitators, volunteers and service users will be treated fairly and with respect. When selecting candidates to join the trustees, facilitator team or volunteer peer supporter training, it will be on the basis of their interest, aptitude and ability. All those involved with the organisation will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised.

OBS is committed:

- To creating an environment in which individual differences and the contributions of all team members are recognised and valued
- To create a working environment that promotes dignity and respect for everyone
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those who breach this policy
- To make training, development, and progression opportunities available to all facilitators & volunteers
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so that we can apply corrective measures
- To encourage everyone to treat everyone else with dignity and respect

- To regularly review all of our recruitment and retention practices and procedures so that fairness is maintained

OBS's trustees have overall responsibility for the effective operation of this policy. However, all Trustees, facilitators and volunteers have a duty as part of their involvement with the organisation to do everything they can to ensure that the policy works in practice.

All trustees, facilitators and volunteers should be familiar with this policy.

Equal Opportunities Policy Implementation

General activities of OBS

As a provider of a service to the community, OBS accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

We actively monitor all activities to ensure that we are able to serve the needs of all pregnant and breastfeeding families in Oxfordshire wishing to use our service.

It is the responsibility of all involved in the organisation to ensure that no one receives less favourable treatment than another on the grounds of difference.

We will encourage any other organisation working with us to take positive steps to ensure that the needs of pregnant and breastfeeding families, minority communities and disadvantaged people are met.

We will listen carefully to what service users tell us they need from OBS and do everything in our power and within our resources to ensure their needs are met.

This policy will be reviewed every 5 years or when new legislation requires it.

Physical access

Venues used by OBS will be reviewed regularly so that they remain open and accessible to all.

Recruitment Practices

It is vitally important that OBS trustees, facilitators and volunteers understand the full diversity of our clientele.

As far as it lies within our power we will ensure that our recruitment processes are designed to ensure equal access for all.

All committee vacancies will initially be advertised internally to encourage service users and volunteers to apply. We will design our trustee role to allow for as wide as possible a range of transferable experience and qualifications to be taken into account.

The OBS facilitator team is never likely to be large enough to reflect the full diversity of our service users. However, we will do everything we can to ensure that those involved in the organisation share our belief in the value of everyone and reflect that belief in their work.

Date of policy: July 2018

Date for review: July 2023