



# THE BirthBliss ACADEMY

## Equality and Diversity Policy

At The BirthBliss Academy, equality of opportunity is at the heart of what we do.

We aim to be open, accessible and welcoming to everyone. That means creating an environment where people feel safe, respected and valued, no matter their background, identity or circumstances.

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### **Our Commitment**

We are committed to providing equal opportunities in all areas of our work, including training, support, recruitment and relationships with staff, learners and external partners.

We do not tolerate discrimination based on:

- Gender or gender identity
- Race or ethnic background
- Sexual orientation
- Disability
- Age
- Religion or belief
- Marital or parental status
- Any other factor that could lead to exclusion or unfair treatment

We believe everyone has the right to learn, grow and be part of our community without facing barriers or bias.

### **What This Means in Practice**

We will:

- Make sure our courses, materials and opportunities are accessible to everyone
  - Apply fair, consistent policies in all areas - enrolment, recruitment, training, mentoring and support
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- Regularly review and adapt our practices to remove unnecessary barriers to participation
- Investigate any concerns raised around discrimination or exclusion and take action where needed
- Offer support, training and guidance where necessary to help uphold this policy

## **Guiding Principles**

Everyone involved with The BirthBliss Academy is expected to follow these principles in their work and interactions:

- Treat others with dignity and respect at all times
- Challenge discrimination and prejudice, wherever it shows up
- Celebrate the value of different perspectives, experiences and backgrounds
- Recognise that inequality still exists and commit to doing better, together

## **Five Areas of Focus**

### *1. Eliminating Discrimination*

We will actively work to remove discrimination in how we teach, support, hire and communicate.

### *2. Preventing Harassment*

Everyone should feel able to learn and work in an environment free from intimidation, bullying or abuse.

### *3. Widening Access*

We encourage people from all backgrounds to access our training, and we aim to create flexible, welcoming routes into doula work.

### *4. Inclusive Learning*

We offer support and flexibility to meet different needs so that every learner has a fair chance to succeed.

### *5. Celebrating Diversity*

We honour the richness of different cultures, beliefs, family structures and lived experiences and reflect this in our language, teaching and approach.

## **Reporting Concerns**

Any concerns about equality, discrimination or exclusion will be taken seriously and reviewed fairly.

Where appropriate, support, training or mediation will be offered to resolve the issue. Serious or repeated breaches may result in further action.