



THE **BirthBliss**
DOULA ACADEMY

Equality and Diversity Policy

At The BirthBliss Doula Academy, equality of opportunity sits at the heart of our work.

We aim to be open, accessible and welcoming to everyone. This means creating an environment where people feel safe, respected and valued, regardless of background, identity, belief or circumstances.

Our commitment

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

We do not tolerate discrimination or exclusion based on personal characteristics or protected beliefs, including but not limited to:

- sex or gender identity
- race or ethnic background
- sexual orientation
- disability
- age
- religion or belief, including gender-critical belief
- marital, parental or family status
- any other factor that could lead to unfair treatment or exclusion

We recognise that people hold a wide range of beliefs and perspectives. All are welcome within The BirthBliss Doula Academy, provided behaviour remains respectful, non-discriminatory and within the boundaries of this policy.

What this means in practice

We will:

- work to ensure our courses, materials and opportunities are accessible and inclusive
- apply fair and consistent approaches to enrolment, recruitment, training, mentoring and support

- regularly review how we work, with the aim of removing unnecessary barriers to participation
- listen to and consider concerns raised about discrimination or exclusion
- offer guidance, support or learning where appropriate to uphold this policy

Guiding principles

Everyone involved with The BirthBliss Doula Academy is expected to:

- treat others with dignity, care and respect
- take responsibility for how their words and actions affect others
- remain open to learning and reflection
- recognise that difference and disagreement can exist without harm

Areas of focus

These areas guide how we think about our work and how we aim to show up, rather than representing a fixed set of formal systems. They are reflected in our Codes of Ethics and Conduct, in our learning spaces, and in how we respond to one another when questions or concerns arise.

Our work is guided by five core areas:

1. **Eliminating discrimination**
We actively work to prevent discrimination in how we teach, support, recruit and communicate.
2. **Preventing harassment**
Learning and working spaces should be free from intimidation, bullying, harassment or targeting.
3. **Widening access**
We encourage people from a wide range of backgrounds to engage with our training and aim to create welcoming and flexible routes into doula work.
4. **Inclusive learning**
We offer reasonable support and flexibility to help learners engage fully and fairly.
5. **Valuing difference**
We recognise and respect the richness of different cultures, beliefs, family structures and lived experiences, and reflect this thoughtfully in our work.

Raising concerns

Concerns relating to equality, discrimination or exclusion within BirthBliss spaces will be taken seriously and considered with care and fairness.

Where appropriate, support, guidance or mediation may be offered. Serious or repeated breaches of this policy may lead to further action in line with BirthBliss policies and agreements.