

Breastfeeding Together is committed to equal opportunity for all and ensuring there is equality, diversity and inclusion within our organisation. Everyone should be and feel supported and valued when working/volunteering for, or seeking support from us, so we are invested in treating everyone with respect and consideration.

For our members:

Breastfeeding Together recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organisation, its members and service users to utilise everyone's skills fully. Breastfeeding Together welcomes members, regardless of race, ethnicity, religion, sex*, nationality, ancestry, age, marital status, physical or mental ability, socio-economic status, political views, gender identity, sexual orientation, family structure, or other protected characteristics. We will use the name and preferred pronouns for our members, and be respectful and non-judgemental of their parenting and breastfeeding journeys.

For our service users:

All members of Breastfeeding Together have breastfed or given breastmilk to their babies. This enables us to provide the positive peer support we do. Whilst we are proud to offer mother to mother support, whoever you are, whatever your background or journey we are here to support you. We will offer our caring and non-judgemental support to all who seek it, regardless of race, ethnicity, religion, sex, nationality, ancestry, age, marital status, physical or mental ability, socio-economic status, political views, gender identity, sexual orientation, family structure, or other protected characteristic.

Equality, Diversity and Language

Breastfeeding Together also acknowledges the additional challenges that gender identity can have specifically during pregnancy, birth and infant feeding. We understand there is not yet universal language which encompasses all we support with, for all those we support. We refer to breastfeeding, but recognise terms such as chestfeeding, bodyfeeding, nursing, lactation, giving of breastmilk, or giving of human milk may be more accurate or preferred. We offer mother to mother peer support, but understand that not all birthparents will identify as a mum or mother.

We will always use whatever language, name, pronouns or terminology a family feel most comfortable with, as we recognise the importance of providing inclusive, respectful perinatal information and support to all pregnant women, pregnant people, mothers, parents and families.

Breastfeeding Together have a more detailed Equality, Diversity and Inclusion Policy, if you would like a copy of the full policy please email enquiries@breastfeedingtogether.co.uk

**The Equality Act has some exceptions that allow employers or organisations to discriminate because of your sex. Where having a protected characteristic is an occupational requirement, certain jobs can be reserved for people with that protected characteristic (for example, women support workers). A requirement of Membership of Breastfeeding Together is that members must have breastfed/body-fed/lactated in order to be a Peer Supporter, therefore, cis males are excluded from membership without there being discrimination.*

