

EQUALITY AND DIVERSITY POLICY

V1.0 (Jun-25)

Introduction

At Sunshine Coast Breastfeeding Support, we are committed to promoting equality, valuing diversity, and creating an inclusive environment where everyone feels respected, welcomed, and supported. We believe that every person who engages with our charity, whether as a service user, volunteer, trustee, or supporter, should be treated fairly and without discrimination.

Our Approach

We aim to ensure that no one is treated less favourably or denied access to our services or opportunities based on age, disability, gender, gender reassignment, race, ethnicity, religion or belief, sexual orientation, socioeconomic background, pregnancy or maternity status, or any other protected characteristic.

What This Means in Practice

- We offer services that are open and inclusive to all who meet the criteria for attendance, in a way that is sensitive and responsive to individual needs.
- We create a safe and welcoming space, where different identities, experiences, and perspectives are respected.
- We do not tolerate any form of discrimination, bullying, harassment, or exclusion within our charity.
- We work to identify and remove barriers that might prevent someone from accessing our support, attending our groups, or getting involved in our work.
- We provide regular training and support to ensure that our team reflects these values in every aspect of what we do.

Responsibilities

Trustees and volunteers are responsible for upholding this policy and promoting equality and inclusion in all activities. Anyone representing the charity is expected to contribute to an environment where everyone feels respected and valued.

Changes to This Policy

We may update this policy from time to time to reflect changes in the law or our practices. The latest version will always be published on our website and dated clearly at the top of the page.

How to Get in Touch With Us

If you ever experience or witness behaviour that does not align with these principles, we encourage you to speak to a member of the team, or contact us confidentially by email at info@sunshinecoastbreastfeedingsupport.com. We take all concerns seriously and will respond appropriately.