

## BAPM Equality, Diversity & Inclusion Steering Group - Terms of Reference

### Background, General Terms and Purpose

The aims and objectives of the Equality, Diversity & Inclusion (EDI) Group are to champion and support BAPM and perinatal professionals in their goal to continuously foster inclusive and diverse environments.

EDI is the responsibility of all organisations and healthcare professionals. There is extensive evidence linking poor EDI practices and the resulting health inequalities on clinical and social outcomes. EDI is a legal and fundamental requirement, therefore, EDI should be considered and implemented in all BAPM activities.

The EDI Group will consist of multi-professional individuals committed to championing and improving EDI to benefit professionals, patients and families.

#### The remit of the group will include:

- To advise BAPM Executive Committee on EDI related projects within BAPM's work programme.
- Advocacy and allyship for minoritised voices within the BAPM membership.
- Development and support of implementing internal guidance to ensure that BAPM's work is inclusive.
- Support BAPM EC with review of frameworks and resources produced by BAPM.
- Support BAPM with formulating formal responses to external documentation where relevant.

### Membership

The composition of the group will be as follow. Current group members are shown in brackets:

**Chair:** EDI Lead, BAPM

#### Core Members:

1. Representative for Consultant Neonatologists
2. Representative for ANNP / Nurse
3. Representative for Midwives
4. Representative for Medical Trainees
5. Representative for Allied Health Professionals
6. Representative for Psychological Professionals
7. Representative for Service Users

## Meetings

Members will serve a three-year term and may be reappointed for up to two terms, or as determined by BAPM EC.

It is envisaged that the full group will meet virtually 3 times per year, however, there may be additional meetings for any sub groups working on specific projects. Meetings will primarily take place on-line. If a face to face meeting is deemed essential then BAPM will reimburse reasonable expenses as per BAPM expenses policy.

## Responsibility and Accountability

The group is responsible to the BAPM Executive Committee and accountable to the BAPM membership.