Policy Statement of Commitment to Equality, Diversity and Inclusion

1. General Statement

1.1 The Association of Biodynamic Massage Therapists (ABMT) is committed to equal opportunities in our appointment of members of the ABMT Committee, registration of members, and delivery of the Association's aims. We will make every effort to prevent discrimination against any of our current and potential Committee and wider membership on grounds of the following protected characteristics:

(a) Age
(b) Disability
(c) Gender reassignment
(d) Pregnancy and maternity
(e) Race
(f) Religion or belief
(g) Sex
(h) Sexual orientation

2. Responsibility for implementation

2.1 The implementation of this policy is the responsibility of the ABMT's Committee.

2.2 Administrative responsibility lies with the Chair/Vice-Chairs.

3. Statement of intent

3.1 To ensure the effectiveness of this policy, the ABMT will:

(a) Provide training and guidance for Committee members, as appropriate, to ensure they are able to discharge their responsibilities in compliance with the law and this policy
(b) Regularly review procedures and practices with a view to promoting equality of opportunity and eliminating discrimination
(c) Identify possible areas requiring action

Discriminatory actions committed by appointees or staff will be viewed seriously and will normally result in disciplinary action being taken, which may result in removal from the ABMT Committee.

Any complaints about discriminatory action by registrants will be dealt with in accordance with our Detailed Procedures for Dealing with Complaints.

4. Monitoring

4.1 The ABMT will monitor the implementation of the policy. This will involve the collection of relevant information and statistics on the composition of:

- Members and applications for any Committee membership vacancies

- Membership

4.2 Any such information collected will be used solely for monitoring purposes. Arrangements will be made to protect the confidentiality of such information during its collection and retention.

Last reviewed: August 2025