



Royal College
of Midwives

Inclusivity statement from the Royal College of Obstetricians and Gynaecologists and the Royal College of Midwives

To our members and staff

We recognise the importance of being diverse and inclusive Royal Colleges so that our staff and members can be their true selves at work, and are committed to taking deliberate action to ensuring everyone can thrive, feel included, valued and reach their full potential whilst working with us.

We understand that building an inclusive maternity and gynaecological workforce is critical to ensuring doctors, midwives, maternity support workers and the women and people they care for feel safe and listened to. We therefore embrace and value the different experiences, skills and ideas a diverse workforce brings.

We encourage all members and staff to actively consider inequalities and how different experiences could affect a person's interaction with the health service. It's important we listen and learn in order to improve.

As both colleges have stated, we do not tolerate discrimination and harassment of any kind and we are committed to taking the necessary steps to tackle unprofessional behaviour. We encourage all members and staff to support their colleagues and call out bias, abuse, racism and discrimination.

To those accessing maternity and gynaecological services

Our shared mission is to improve healthcare for all people needing to access obstetric and gynaecology services.

We recognise maternity and gynaecological services will be accessed by women, gender diverse individuals and people whose gender identity does not align with the sex they were assigned at birth. Therefore, we believe delivery of care must at all times be appropriate, inclusive and sensitive to the needs of everyone.

The RCOG and RCM understand the importance of language in breaking down barriers for people accessing care and is committed to using inclusive language in its communications, publications and patient information to meet the needs of all individuals.





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In our language we will aim to add and not take away, taking into account the importance of preserving women-centred language as well as including language for those who do not identify as a woman.

We will strive to provide a healthcare service that does not stigmatise, one in which everyone feels that they belong and has equal access to information and care so they can make informed decisions.

More resources:

1. To view the RCOG diversity policy, visit: <https://www.rcog.org.uk/about-us/policies/diversity-policy/>
2. To view the RCOG equal opportunities policy, visit: <https://www.rcog.org.uk/about-us/policies/equal-opportunities-policy/>To read the RCOG's EDI statement in our Annual Report, visit: <https://www.rcog.org.uk/media/m5ghidte/rcog-annual-report-2020-21.pdf>
3. RCOG's LGBTQ+ Toolkit: <https://www.linkedin.com/pulse/rcog-lgbtq-network-toolkit-royal-college-of-obstetricians-and/?trackingId=OvfNZQG%2Fa3PzBp9Dp9Dprg%3D%3D>
4. NHS England pregnancy guide: [Having a baby if you're LGBT+:](https://www.nhs.uk/pregnancy/having-a-baby-if-you-are-lgbt-plus/)
<https://www.nhs.uk/pregnancy/having-a-baby-if-you-are-lgbt-plus/>



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