



The Airfield Volunteer Fire Service

Equality and Diversity Policy

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Equality and Diversity Policy

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Equality and Diversity Policy

Introduction

The Airfield Volunteer Fire Service (hereafter Known as AVFS) recognises that all of its members and anyone in contact with the organisation must not suffer any unfair treatment and discrimination. The AVFS will therefore strive to ensure everyone is treated fairly and equally.

The Policy

The AVFS will strive to create an environment that maximises everyone's talents and strengths in order to provide a professional service and fulfil our customers' needs. It should be recognised that all members have the responsibility to treat fairly everyone they come into contact with. There should not, also, be any prejudice or unfair treatment towards any group or person as regards to their gender, colour, race, creed or disability. This must also be understood and integrated into all aspects of our work in order that all members are enabled to make their distinctive contribution to our work.

The AVFS aims to achieve and to maintain equality of opportunity within the service and to promote a professional standard of work in the service we provide. All members have the right to be treated with respect and dignity, and work in a safe and secure environment, which is free from all forms of harassment, bullying and victimisation.

In dealing with each other, our customers and the general public, all members are expected to conduct themselves in a professional manner in keeping with the organisations standards. All Crew Commanders and Duty Officers, regardless of rank, are also expected to take positive steps to ensure this by exercising leadership through challenging of all forms of prejudice and unfair treatment, and by being positive role models.

Dealing with Members of the Public and the Press

When dealing with members of the public, members of the AVFS must conduct themselves in a courteous and polite manner.

Dealing with contravention's of this Policy

To contravene, or to knowingly not uphold this policy will result in action being taken under Airfield Volunteer Fire Service Policy Number P02 (*Discipline*)

Further Reading

- Airfield Volunteer Fire Service Policy Number P02 (Discipline)

This policy supplements the relevant sections of the Airfield Volunteer Fire Service Constitution and supersedes previous versions of this policy with effect from 22/06/2015