

The Royal Air Forces Association Volunteer Programme

Diversity Policy for Volunteers

The following policy applies to all individuals volunteering for the RAF Association in a welfare, event or fundraising role, whether directly for the Association or for an Association Branch. For the purposes of the following policy, both Branch and Association volunteers will be referred to as 'volunteers'.

Statement of policy

The RAF Association recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out the organisation's position on equality and diversity with respect to the volunteering programme, as well as giving guidance and encouragement to volunteers to act fairly and prevent discrimination themselves, on the grounds of the following protected characteristics:

- Age
- Disability
- Being married or in a civil partnership
- Being pregnant or having a child
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Gender
- Gender reassignment
- Sexual orientation

Policy

- Applications to volunteer for the Association will be assessed on merit alone, with no reference to an applicant's protected characteristics.
- Applications to volunteer for the Association are encouraged from all sections of the community.
- It is the policy of the Association to ensure that no volunteer receives less favourable treatment on the grounds of the above protected characteristics, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.
- Discrimination against any volunteer on the grounds of the above protected characteristics – whether by a member of the public (client), a member of Association staff or by a Branch member – is not acceptable.
- Any volunteer who feels they are the focus of discrimination or unfair treatment on the grounds of the above protected characteristics should report this immediately to the Volunteer Manager at Head Office or their manager, who will take appropriate action.

Expectations of volunteers

Volunteers of the Association are expected to adhere to the Association's guidance on equality and diversity and will ensure they do not act in a discriminatory way, with respect to the above protected characteristics, towards another volunteer, member of staff, Branch member or member of the public, whilst volunteering for the Association.

Any volunteer found to be acting in a discriminatory way towards a fellow volunteer, member of staff, Branch member or member of the public may be asked to refrain from volunteering with the Association immediately.

