

Equal Opportunities and Diversity Policy

The Institute of Fire Safety Managers (IFSM) provides advice to individuals and organisations on a wide range of issues relating to Fire Safety.

This Policy and Procedure document is enacted under the By-Laws of the Institute.

The IFSM embraces the diversity of its members and expects all those involved to respect their member's differences.

The IFSM has adopted the following Policy to ensure that equal opportunities and diversity are implemented throughout the work of the IFSM. The IFSM operates as a not-for-profit organisation with members of different grades and experience.

Diversity and equal opportunities are often regarded as the same thing. However, there are differences. Valuing diversity is about seeing everyone as individuals, valuing the abilities and skills they can bring to an organisation. It is not about seeing people first and foremost in terms of their membership of a particular group. Equality of regard for people is about emphasising inclusiveness, openness and fairness, offering a positive outlook on the many differences that can affect how people interact and perform with each other in the workplace and elsewhere.

This Policy informs members of actions and attitudes towards fellow members, the public and partners. The IFSM recognises that individuals and groups have been and are oppressed on many grounds, including gender, race, nationality, colour, ethnic origin, geographical location, sexuality, class, disability, HIV status, domestic status and responsibilities, religion, politics, age and appearance. The IFSM believes that no individual or group should receive less favourable treatment on the above grounds.

The IFSM believes that the value of an equal opportunities and diversity policy lies not merely in its intention but in its practical delivery. It is important, therefore, that the IFSM also reflects, where possible, its Equal Opportunities and Diversity Policy within all areas of its practice.

The IFSM recognises discrimination as being a process of acting unfairly against an individual or group by exclusion, verbal comment, denigration, failure to appreciate needs or the assumption of such needs without consultation.

The IFSM will show its commitment to this Policy by: -

1. Ensuring that all member applicants who meet the basic skills criteria are treated equally irrespective of their age, disability, ethnicity, marital status, convictions, religion or belief and sexual orientation.
2. Offering promotional and career development opportunities to existing members, where appropriate.
3. Taking action against any member who is found to be in breach of this Policy in any way.