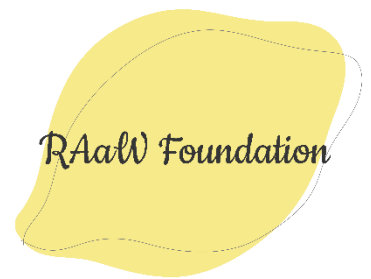


RAaW Foundation Volunteer Policy



RAaW Foundation's Commitment to the Volunteer

RAaW Foundation views its volunteers as a valuable resource and is committed to providing support and recognition of their input. Volunteer contributions are recognised through written references (where appropriate), invitation to events and opportunities to feedback. Volunteers have the right to refuse any request made of them and are not bound by contract but are obliged to volunteer in line with the Volunteer Policy and the Volunteer Agreement.

Commitment of the Volunteer

RAaW Foundation expects volunteers to behave in a manner which reflects positively on the organisation and to promote the key organisational messages where possible. We expect volunteers to execute agreed duties, unless otherwise informed. RAaW Foundation expects volunteers to be supportive of staff, other volunteers and of our ethos and aims.

Equality and Diversity

As an organisation, RAaW Foundation does must not discriminate against members, volunteers or applicants, in respect of the nine 'protected characteristics' under the Equality Act 2010:

- Age
- Disability
- Gender
- Marital or civil partnership status
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We take any of the above protected characteristics into account when making decisions, with limited exceptions for disability (see below). This means that you cannot, for example:

- decide that you prefer a woman (or a man) for your post
- decide not to appoint an applicant because she is pregnant
- treat a person less favourably in any way due to their sexual orientation
- Fail to appoint the best person for the job, due to their age (young or old).

For more on Equality, See RAaW Foundation's Equality and Diversity Policy.