



Religion, Belief and Culture

Policy and Guidance Operating Procedure

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Limited Company No. 7909070

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RELIGION, BELIEF AND CULTURE POLICY STATEMENT

Operation Florian Limited in both its members' practices and in the provision of services recognises the diversity of the people, cultures and communities throughout the world. The practical applications of this ethos mean that:

- In providing services to communities throughout the world, the members of the Charity will treat all sections of the community equally and will display courtesy and respect to the religion, belief and culture of everyone with whom they come into contact.
- In member recruitment or selection, the Charity will ensure that no application or employee shall receive less favourable treatment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because they are married or in a civil partnership, nor be disadvantaged by any other condition or requirement which cannot be shown to be justifiable.
- Within the Charity all members will be treated with integrity, dignity and respect.

POLICY AIMS

The purpose of the Religion, Belief and Culture Policy for Operation Florian Limited is to meet the following strategic aims.

- To ensure that the principle of Religion, Belief and Culture will be a cornerstone of all Operation Florian Limited activities.
- To ensure that Operation Florian is an organisation that recognises Religion, Belief and Culture of communities throughout the world where we work.
- To ensure that the principle of Religion, Belief and Culture is welcomed, valued and positively encouraged within Operation Florian Limited.

APPLICATION OF RELIGION, BELIEF AND CULTURE POLICY

The Religion, Belief and Culture Policy of Operation Florian Limited will be applied in four key areas:

POLICY AND PLANNING

The Charity Policy on Religion, Belief and Culture should be current, valid and relevant to the needs of the Operation Florian Limited. All personnel should understand and demonstrate commitment to the Policy.

ORGANISATIONAL CULTURE

The culture of Operation Florian Limited should be one based on the principles of Religion, Belief and Culture and one in which the principle of diversity amongst communities we work in throughout the world is welcomed, valued and encouraged.

COMMUNITY EXPECTATIONS

Operation Florian Limited will seek to understand the Religion, Belief and Culture needs and expectations of its communities that it works in and provide services which meet those community expectations. All Charity users will have equal access to our services.

HUMAN RESOURCE MANAGEMENT

Operation Florian Limited recognises the importance of people in delivering its service to its communities throughout the world and, as such, values their contribution to that service delivery. In doing so, the Charity aims to provide a workforce which understands the needs of those respective communities.

In respect of its members, Operation Florian Limited will ensure that those selected for projects will have an understanding of the Religion, Belief and Culture of the communities they are going to work within.

RELIGION, BELIEF AND CULTURE POLICY

Operation Florian RELIGION, BELIEF AND CULTURE POLICY framework is centred round The National Fire Chiefs Council booklet, Religion, Belief and Culture in Our Community Third edition 2018.

Please see attached link:-

<https://www.nationalfirechiefs.org.uk/News/focus-on-faith-during-inter-faith-week>

From this document you will hope to get an understanding of the communities you might work in on projects throughout the world. Remember this booklet is based on the UK but it is the bases to work from.

Further work will have to be completed prior to any project to have an understanding of the communities you will be working with and in.

If the booklet does not cover those communities you will be working with then research must be done to ensure an understanding of the religion, culture and belief of that countries community.