

STATEMENT ON

ETHICS POLICY

The following is the mission statement of the Equine Fitters Council (EFC):

Directory of Equine Fitters. Regulation is fundamental to promoting best practice among fitters thus contributing to the welfare of the horse, the safety of the horse user and the confidence of the public.

The Council operates the Directory, determining the criteria for inclusion, overseeing the Disciplinary process, and managing a procedure for resolving complaints.

Through the Directory, the Council seeks to provide a comprehensive resource for equine professionals, retailers, riders, and horse owners enabling them to access trained and qualified equine fitters and recognised training providers.

CORE VALUES

To achieve its mission the EFC has adopted four core values to define its ethics policy:

Accountability

Respect

Fairness

Honesty

Accountability

- Acting only in the interests of equines and the equestrian community, within the constraints of the law, public safety, and protection of the environment.
- Understanding the equine fitting industry.
- Completing the undertakings necessary for the successful establishment and maintenance of the EFD.
- Maintaining the integrity accuracy of all information published on the EFD.
- Safeguarding restricted or confidential information
- Making consistent decisions on directory entries based upon objective, accurate data.
- Owning errors and correcting them promptly.

- Reporting errors to stakeholders who may be affected by them.
- Taking responsibility for the consequences of errors and omissions.

Respect

- Showing high regard for all stakeholders and the resources bestowed on us.
- Encouraging diverse perspectives within an environment of cooperation and trust whilst maintaining the protocols and standards of the EFD.
- Striving to understand others' standards and points of view bearing in mind possible differences in norms and customs.
- Debating issues of conflict calmly, face-to-face in a professional manner.
- Refraining from using one's position to gain personal advantage over others.
- Negotiating in good faith
- Respecting the personal and property rights of others.

Fairness

- Making decisions impartially and objectively.
- Refraining from prejudice and favouritism.
- Being transparent in the process of decision-making.
- Avoiding discrimination based on age, disability, sex, gender reassignment, race, religion and belief, sexual orientation, pregnancy, maternity, and paternity.
- Affording equal access to information for those authorised to receive it.
- Allowing all suitably qualified candidates access to opportunities for personal advancement.
- Disclosing actual and potential conflicts of interest to appropriate stakeholders.

Honesty

- Refraining from criminal activity or dishonest behaviour at the expense of others.
- Not taking part in or condoning behaviour such as lying, making misleading statements or withholding information with the intention to deceive.
- Striving to understand the truth in any ethical dilemma and to resolve it honourably.
- Being truthful with all stakeholders.
- Providing timely and accurate information.
- Undertaking commitments, implied or explicit, sincerely.
- Maintaining an environment where stakeholders feel safe to tell the truth.