

Chief of the Air Staff's Values and Standards Personal Statement

Our Service ethos is sustained by strong leadership at all levels, high professional and personal standards, and a commitment to the well-being of all our people. As Chief of the Air Staff, it is my responsibility to make sure everybody can feel valued and included for who they are, what they bring to our organisation, and what they do to enhance the operational capability of the RAF. All our people, regular, reserve, civil servant or contractor, must have the opportunity to achieve their full potential.

Our work is often done in challenging and hazardous circumstances. Success in these circumstances can only be achieved by motivated, capable and self-disciplined people, inspired by exceptional leadership and line management at every level. By the very nature of the air and space environment, we must be pioneering in approach, pragmatic in delivery, courageous, fair and just.

A positive attitude to Diversity & Inclusion must be part of our normal business, a fundamental element of everything we do, every action and decision we take. This requires people in every part of our organisation to demonstrate moral courage and the highest personal standards of inclusive behaviour. I expect our leaders to be engaged, authentic and relentless in upholding the exemplary standards of conduct and behaviour that are the foundation of the RAF's reputation and operational success.

At a personal level:

- I will support, reward and raise awareness of positive role models across the RAF to inspire others and share their success.
- I will ensure the RAF is an employer of choice, so we are able to attract, recruit and retain the most talented people from all backgrounds to create a truly inclusive workforce.
- I will ensure all RAF and Civil Service colleagues have the opportunity to complete mandatory Diversity & Inclusion training, and that people are recognised for making a tangible commitment to inclusion and our core values and standards in their workplaces.
- I will challenge and champion policies and Terms of Service to ensure the RAF is at the forefront of flexible and inclusive employment practices.

I am a passionate advocate for the energy, value and effectiveness a diverse and fully inclusive workforce brings to any organisation. I ask that you are too.

Air Chief Marshal Mike Wigston CBE ADC
Chief of the Air Staff
13 November 2019