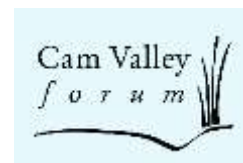


CAM VALLEY FORUM

Equality, Diversity and Inclusion Policy

Approved by: Management Committee

Date: 10 August 2026



Our commitment

This Policy supports the aims and objectives of the Cam Valley Forum (CVF) Constitution and recognises that an effective environmental organisation benefits from welcoming people with different backgrounds, perspectives, skills and experience.

CVF is committed to equality, diversity and inclusion and to treating everyone fairly, with dignity and respect, in accordance with the Equality Act 2010.

Participation and respect

In accordance with the CVF Constitution, membership is open to all those who support the aims and objectives of the Forum. Reasonable adjustments will be considered to enable disabled people to participate. CVF encourages open discussion, constructive disagreement and robust debate. Everyone involved in its activities is expected to treat others with dignity and respect and to behave in a fair and inclusive manner.

This Policy does not restrict legitimate debate, criticism, campaigning or advocacy in furtherance of CVF's aims.

Safeguarding

Where CVF's activities involve children, young people or adults at risk, this Policy operates alongside CVF's Safeguarding Policy, which sets out additional responsibilities and procedures for their protection and wellbeing.

Raising a concern

Concerns about a breach of this Policy should be raised with the Chair or Secretary. If the concern relates to the Chair or Secretary, or if the person raising it would prefer not to approach them directly, it may instead be raised with any other member of the Management Committee.

Concerns will be taken seriously and considered promptly and, so far as possible, in confidence. They will normally be addressed informally in the first instance, where appropriate. More serious concerns, or those that cannot be resolved informally, will be considered by the Management Committee in accordance with the CVF Constitution and any relevant CVF procedures.

Governance

The Management Committee is responsible for implementing this Policy within the framework of the CVF Constitution.

Committee members will continue to comply with the Constitution's requirements concerning membership, elections and the declaration of financial or professional interests.

Review

The Management Committee will review this Policy at least every three years, or sooner if there is a significant change to relevant legislation or CVF's activities.

This Policy does not alter or replace the CVF Constitution.

Approved by the Cam Valley Forum Management Committee

Date: _____ 10 August 2026

Chair: ____Anne Miller ____

