

# CHALK DOWNLAND GOLF VOLUNTEERS

## Revitalising chalk downland golf courses

### **EQUALITY, DIVERSITY & INCLUSION POLICY**

#### **1. STATEMENT OF INTENT**

- 1.1 The Chalk Downland Golf Volunteers ('CDGV') is committed to the principles of equality and diversity.
- 1.2 CDGV considers that everyone should play their part to ensure that all people, irrespective of background or Protected Characteristics, have a genuine opportunity to volunteer. We will not disadvantage any individual by imposing conditions or requirements which cannot be justified.

#### **2. WHO DOES THIS POLICY APPLY TO?**

- 2.1 This Policy shall apply to, and be binding upon CDGV, its officers and volunteers.

#### **3. POLICY IMPLEMENTATION**

##### **A. WHAT WE WILL DO**

1. Promote fairness, equality, diversity and respect for everyone volunteering with CDGV.
2. Publish this policy on the CDGV website.

##### **B. WHAT WE WON'T DO**

1. Discriminate against anyone, either directly or indirectly, on the basis of a Protected Characteristic.
2. Subject anyone to less favourable treatment on the basis of them doing a Protected Act (victimisation).
3. Subject anyone to harassment in relation to a Protected Characteristic.

#### **4. REPORTING PROCEDURES**

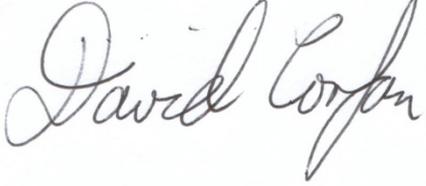
If you are concerned about the behaviour or conduct of someone at CDGV or any other breach of this policy, please report the matter to our EDI Policy Lead, Simon Wright (07768 500827). The person reporting the concern is not required to decide whether abuse has occurred but simply has a duty to pass on their concerns and any relevant information.

# CHALK DOWNLAND GOLF VOLUNTEERS

Revitalising chalk downland golf courses

## 5. Policy Review

**This policy was reviewed in May 2025 and updated February 2026.**

A handwritten signature in black ink that reads "David Cooper". The signature is written in a cursive style with a large initial 'D' and 'C'.

Secretary Chalk Downland Golf Volunteers, February 23<sup>rd</sup> 2026