

## CHASE Statement on Equality, Diversity and Inclusivity

CHASE is a consortium of partners committed to the principles of equality, diversity and inclusion (EDI).

We aim to provide a scholarly environment where everyone is respected and is empowered to give of their best; where individual differences and the contributions of all staff and students are recognised and valued; and where our members, and the work that we do, are representative of all sections of society.

We will actively work against any forms of discrimination in relation to the [Equality Act 2010](#) protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.

CHASE pledges to support Black students and staff and will engage in and encourage efforts to address racism and secure racial equality within Higher Education. In light of the [Broken Pipeline](#) report, we are currently reviewing our recruitment practices to play our part in ensuring equal opportunity and access to doctoral study for BAME students.

We are committed to ensuring an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and will take seriously any complaints of such behaviour.

CHASE acknowledges the various pressures felt by many doctoral researchers during their studies, and works with relevant partners to provide support and training in relation to student mental health and wellbeing. CHASE has also adopted a carers' policy to support students with caring responsibilities.

CHASE routinely monitors its practices and policies and will update them where necessary to ensure fairness. EDI is a standing item on the Management Board agenda, reporting to both the Strategy Board and the AHRC/UKRI.

You can find our member institutions' EDI policies, support networks and external charter marks (e.g. [Athena SWAN Gender Equality Charter](#), [Disability Confident Scheme](#) & [Stonewall Diversity Champion](#)) via these links:

[Birkbeck, University of London](#)  
[Courtauld Institute, University of London](#)  
[Goldsmiths, University of London](#)  
[SOAS, University of London](#)  
[University of East Anglia](#)  
[University of Essex](#)  
[University of Kent](#)  
[University of Sussex](#)  
[Open University](#)

[Link to UKRI/AHRC EDI Policy](#)

Policy reviewed by Management Board	20 September 2020
Policy effective from	1 October 2020
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