

EQUALITY DIVERSITY & INCLUSION STRATEGY POLICY

Introduction

Equality, diversity, and inclusion is vital to The Chartered Society of Forensic Sciences (CSFS) aims and objectives of affording opportunities for education, training and personal development for all within forensic science, and to support and encourage the development of good practice in forensic science. A diverse and inclusive forensic science community, that brings together the widest range of talents, backgrounds, perspectives, and experiences, maximises scientific innovation and creativity. Which by extension will support the criminal justice sector within the UK.

As the professional body for those within the forensic science community CSFS is committed to embedding diversity, equality and inclusion into its activities and organisational culture, and by encouraging and enabling the participation of excellent scientists and practitioners from under-represented groups.

This policy strategy sets out how CSFS will endeavour, in partnership with others, to increase diversity in forensic science and support, create and develop a more inclusive community, offering greater opportunity for any individual to fulfil their potential, irrespective of their background or circumstances.

Strategic objectives

a. Maintain a culture of encouragement and promotion of diversity and inclusion

CSFS recognises the importance of diversity among its own staff, Trustees, membership, awards schemes, and all other aspects of our work.

b. Identify and address barriers to participation

CSFS recognises that genders, ethnic minorities, people with disabilities, LGBT+ people, different religious groups, neurodiverse people, and people from lower socio-economic backgrounds can be under-represented in forensic science education, training, and employment. CSFS aims to work to help identify and create equal and equitable opportunities access, participation, retention and success for all these groups.

CSFS will seek to work with other institutions, learned societies and organisations across the community on initiatives that enable the creation of an inclusive Forensic Science.

c. Recognise and champion the achievements of a wide range of participants from underrepresented groups providing inspirational and relatable role models.

CSFS will strive to recognise and champion the achievements of a wide range of participants from under-represented groups. CSFS will aim to inspire young people to consider a career in forensic science and to see forensic science subjects as a route to a broader range of careers.

Governance

The CSFS Council, will keep under review, and make recommendations on, the diversity strategy. The Council will also oversee the delivery of a programme of activities by CSFS in line with this strategy.

The Chartered Society of Forensic Sciences would like to acknowledge the support and assistance of the Royal Society in the development of this strategy document, whilst noting they hold no responsibility for any of the strategies, policies, or decisions of CSFS.

This policy will be reviewed regularly by the CSFS Council.