

Y&NY LEP Diversity Statement

The LEP is committed to achieving diversity and equality of opportunity, both as a partnership and as a commissioner of services. The LEP recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. Diverse Boards make effective use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between Board Members.

The LEP Board Diversity Champion is **Sam Alexander**.

The LEP's Diversity Statement develops NYCC's Equality & Diversity Policy Statement to meet the LEP's diversity aspirations and is provided below:

We welcome and celebrate diversity and the strengths this brings to our communities and workforce. We will proactively seek to create inclusive cultures at all levels within our organisation and use our influence to encourage partners to do the same. We will ensure that no person is treated unfairly due to a protected characteristic as encoded in The Equality Act 2010, including age, disability, sex (gender), gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership.

To achieve this, we make the following commitments:

- 1. We will ensure that inclusive language and imagery is used in all communication, both internal and external.*
- 2. We will proactively celebrate diversity within our communities and businesses and seek to identify, inspire and empower potential leaders of the future from all backgrounds.*
- 3. We will recognise that traditional structures and models of working can lead to underrepresentation from certain groups and we will innovate to ensure the broadest possible representation across our Boards and staff team.*
- 4. We will work to understand the factors that prevent inclusion and diversity and take proactive steps to address these.*
- 5. We will ensure that everyone who represents the LEP has a good understanding of inclusion and diversity through training, development and sharing information.*
- 6. We will recruit, select, train and promote staff fairly. We will try to get the make-up of our staff to match our communities. We will have clear systems for staff to complain if they are treated unfairly.*
- 7. We will ensure that all our policies, procedures and actions are based on a foundation of treating people with dignity, respect, and honouring diversity.*
- 8. We will ensure that all staff are effectively trained in our Equality Policy and that this adhered to at all times. Where this is breached, an investigation will take place and appropriate action will be taken, which may include disciplinary action.*

9. *Where appropriate, we will collect information about protected characteristics and use this to improve our services and support our commitment to broadening representation.*
10. *We will take proactive steps to ensure fair representation on all our Boards. This includes ensuring a 50% representation of women on the Board by 1 April 2023.*
11. *We will ensure that equality issues are embedded in the appraisal of projects seeking our support and will not support projects that contravene our principles.*
12. *We will make it easy for customers and staff to complain if they believe they have been treated unfairly and we will respond quickly and efficiently.*
13. *We will strive to ensure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.*
14. *We will act as an agent of change by using our influential platforms to share the LEP's ambitions to promote diversity in business and public sector organisations.*
15. *We will monitor our equality actions through our usual reporting systems.*

Approved by: York & North Yorkshire LEP Board

Date: 18 September 2020