

## **Statement of Equality and Diversity Commitment**

Liverpool City Region Local Enterprise Partnership (LCR LEP) is dedicated to supporting a fully inclusive and diverse culture. We recognise that we have a leadership role in promoting diversity and eliminating discrimination and seek to do this in the way we conduct ourselves and our business and, in encouraging others, to embrace inclusion at the heart of all that we do.

LCR LEP recognises that diversity and inclusion is vital for the sustainability of businesses and economies. Everyone stands to benefit when we embrace and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring.

Our aim is to ensure that the LCR LEP Board and its sub-boards will provide an environment where individuals are treated on the basis of merit and without prejudice. The LCR LEP aims to become a board that is made up of people who represent the diversity of the Liverpool City Region. We recognise, respect and value equality and diversity and will strive to embrace this as our underpinning approach in all we do to serve the interests of our membership.

LCR LEP is committed to ensuring that at least one third of board members and of its sub-boards are women by 2020, with the expectation for equal representation by 2023.

This statement recognises our belief that everyone should have the right to be free of any direct or indirect discrimination and harassment or bullying. This includes on the basis of age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, gender or sexual orientation, as well as different backgrounds, life experiences, career paths and diversity of thought. We are opposed to all forms of unlawful, unfair and inappropriate discrimination.

LCR LEP understand that a 'one-size-fits all' approach does not achieve fairness and equality of opportunity for everyone. People have different personal needs, values and beliefs. A truly diverse Board and sub board structure will include and make good use of differences in the skills, geographical, community and industry experience, background, race, gender and other qualities. These differences will be considered in determining the optimum composition of the Board and its sub-boards, when possible, should be balanced appropriately.

Boards whose members have different backgrounds and experience are more likely to encourage debate and to make better decisions. The Appointments Committee will review and assess the Board and its sub boards composition on behalf of the Board and, when recommending new appointments, to the LCR LEP Board and will be mindful of achieving the optimum composition. In so doing, the Appointments Committee will act upon the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board and its sub-boards. In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board and its sub- boards.

In addition to making these requirements of the Appointments Committee, the LEP Board will nominate from its number, one member, to act as its Champion for Equality and Diversity supported by a Task Group to proactively develop initiatives and actions to promote and embed best practice.

The Champion will be a member of the Appointments Committee. They will consider the LCR LEP Board's conduct and the sub-groups in fulfilling their commitment to promote equality and diversity and to eliminate discrimination. This will be undertaken by measuring performance through regular review and evaluation and by taking positive action for a whole system approach in achieving this.