

Equality and Diversity Statement

Liverpool City Region Local Enterprise Partnership (LCR LEP) is dedicated to supporting a fully inclusive culture. We recognise that we have a role in promoting diversity and eliminating discrimination and seek to do this in the way we conduct ourselves and our business.

Our aim is to ensure that the LEP Board and its sub-boards will provide equal opportunity for everyone. LCR LEP is committed to ensuring that at least one third of board members are women by 2020 with the expectation for equal representation by 2023.

This policy reinforces our commitment to providing equality and fairness to all those who wish to work with or for us and will not act less favourably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful, unfair and inappropriate discrimination.

LCR LEP recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as essential in representing the diverse community that constitutes Liverpool City Region and in improving its creativity, productivity and ability to innovate. A truly diverse Board will include and make good use of differences in the skills, geographical and industry experience, background, race, gender and other qualities. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills and experience the Board as a whole requires to be effective. The Appointments Committee will review and assess Board composition on behalf of the Board and when recommending new appointments to the LEP Board will be mindful of achieving the optimum composition. In so doing the Appointments Committee will consider 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. 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.

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 and who will not only be a member of the Appointments Committee but will consider the LEP Board's conduct in fulfilling its commitment to promote equality and diversity and eliminate discrimination and measure its success in achieving this.