

The Marches LEP Equality Statement

The Marches 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 the Marches LEP Board, its sub-boards and any business groups or committees within our structure, will provide equal opportunity for everyone.

This policy reinforces our commitment to providing equality and fairness to all those who wish to work with or for us and we 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.

All Board appointments are made on merit, in the context of the skills and experience that the Board requires to run effectively. The LEP Board is committed in ensuring membership of the group is representative of our local business community (including geographies, gender and protected characteristics), as a consequence we work closely with our Business Board and other networks (Women in Business) in raising our profile and promoting any vacancies. The LEP is active in running campaigns across a number of platforms (including social media) to help attract interest from individuals whom otherwise may not be aware of LEP and the work it undertakes.

In addition to these commitments, the LEP Board will nominate one member to act as its Champion for Equality and Diversity. This member will sit on the recruitment panel and also consider conduct across the LEP structure in fulfilling its commitment to promote quality and diversity and eliminate discrimination and measure its success in achieving this.

The LEP will regularly monitor and review diversity at LEP Board level, ensuring that vacancies/opportunities are promoted effectively across the wider business community.