

The Marches LEP Equality and Diversity Policy

The Marches LEP believes and recognises that the diversity of the Marches' communities is a huge asset that should be valued and seen as one of the Marches' great strengths.

The people who live, work, study in, or visit the Marches have diverse backgrounds and circumstances. They are of all ages, races and ethnic backgrounds, disabled and non-disabled, are from faith and non-faith backgrounds, and from lesbian, gay, bi-sexual and transgender communities. People live in a range of different types of household and have access to widely differing levels of income. Within our geographical area there are extremes of wealth and deprivation.

Our diverse community is a great asset to the Marches. However, some communities experience disadvantage and discrimination that has a negative effect on their quality of life. Although this can affect all communities, most often it affects:

- Black and minority ethnic communities;
- Disabled people;
- Lesbians, gay men, bisexual and transgender people;
- Romany and traveller communities;
- Women;
- Young and old people.

The Marches LEP is committed to providing equality of opportunity and tackling discrimination, harassment, intimidation and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making and employment practice.

This policy applies to all areas of the LEP's work and includes ensuring diverse representation on the LEP Board and sub-groups which reflects the business community in the area.

When making decisions, in particular those relating to procurement of goods, services and facilities, or to the awarding of contracts, the Marches LEP will pay due regard to the Equality Act 2010.

This policy reinforces the responsibility of our partners under the Equality Act 2010 to ensure equality of opportunity for all sections of the community and our workforce, and in particular our general and specific duties which the LEP will seek to uphold:

General Duties:

1. Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic under the Act and those who do not.
3. Foster good relations between people who share a protected characteristic under the Act and those who do not.

Specific Duties:

1. To publish information to demonstrate how we are complying with the Public Sector Equality Duty.
2. To prepare and publish equality objectives.
3. To not tolerate less favourable treatment of anyone on the grounds of their:
 - Age;
 - Disability;
 - Gender reassignment;
 - Marriage and civil partnership;
 - Pregnancy and maternity;
 - Race;
 - Religion or belief;
 - Sex;
 - Sexual orientation;
 - Or any other reason which cannot be shown to be justified.