

Equality and Diversity Inclusion Policy



Leicester and Leicestershire Enterprise Partnership is committed to encouraging equality diversity and inclusion.

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.

It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture and environment for all.

Diversity equality and inclusion issues impact everyone within the LLEP area. We are committed to removing barriers that might restrict people and businesses and are proactively working towards positive change.

Our legal responsibilities

The Equality Act 2010 prohibits all employers, service providers and providers of education, from discriminating against, harassing or victimising individuals with protected characteristics

In accordance with section 149 of the Equality Act 2010, the LLEP must "have due regard", when making decisions, to the need to meet the following aims of our Public Sector Equality Duty: -

- (a) eliminate discrimination.
- (b) advance equality of opportunity between protected groups and others.
- (c) foster good relations between protected groups and others.

Protected groups under the public sector equality duty are characterised by:

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy/maternity

- Race
- Religion or belief,
- Sex
- Sexual orientation.

These are referred to as '**Protected Characteristics**'.

We are committed to promoting equality in respect of:

Our role as service provider - providing a range of services which meet the differing needs of the local community whether.

Our role as employer - ensuring fair recruitment, having a representative workforce, and providing a working environment that is safe, accessible and free from harassment and discrimination.

Our role as community leaders - through our Board Members, working with communities and partners in the statutory, voluntary and private sectors to improve quality of life for the people of Leicester and Leicestershire.

Board Members

The LLEP is committed to ensuring that the Board and sub boards are reflective of the community they serve.

All appointments will be made on merit and overseen by the Appointments Advisory Board. We will ensure that recruitment literature is free from barriers and is promoted across the wildest possible audience.

We will monitor the impact of equality and diversity by appointing a diversity Champion from the Board, although we recognise that all Board members and staff have a responsibility towards promoting equality and diversity.

The specific remit of the diversity champion will include

- Actively promote and raise awareness of equality, diversity and inclusion issues.
- Identity areas in which the LLEP can improve equality, diversity and inclusion outcomes
- Ensure that all decisions take into account and value the community in which the LLEP represents.

We aim to ensure gender equality of Board representation by 2023, with a commitment for one third of our members to be female by 2020.

Staff

We are committed to promoting best employment equality practice in our efforts to eliminate discrimination and create working environments where all are treated fairly and with respect.

Anyone who works for us or who applies for a job with us will not be treated less favourably than anyone else because, for example, of their colour, race, ethnic or national origin, religion, gender, gender identity, responsibility for dependants, disability, age, marital status, sexuality or trade union activity.

This statement is applicable to all policy and practice associated with our role as an employer. It particularly applies to recruitment and selection, employee training and development and promotion.

The LLEP will provide a safe, inclusive working environment, free from discrimination and harassment. We aim to create an environment where we have effective and skilled leaders taking individual responsibility to help deliver and drive our ambition in relation to diversity and inclusion

We recognise individuals or groups who face discrimination on the grounds of more than one of the above characteristics can potentially experience greater disadvantage therefore we aim to focus on inclusion to build our culture and reputation as a place that attracts, develops, retains and fully engages diverse talent.

Living Wage

The LLEP is committed to paying the Living wage as a minimum, as set by the Living wage Foundation for directly employed staff, including agency staff whose placements are greater than 12 weeks.

In addition, through our procurement we require all our suppliers to adhere to our commitment to pay the living wage.

Social Value

In promoting our equality policy we will utilise best practice, and our duties under the Public Services Act (Social Value) 2012, we will adhere to the principles our accountable body have set down in documents such as the Leicester City Council Social Value Charter.

We will apply these principles to our procedures and processes ensuring that the requirements are relevant, proportionate and fair; with a view to maximising the Social Value derived from our activities and investments.

We support the social value themes of:

- Employing locally and responsibly,
- Sourcing locally,
- Supporting and engaging with local communities,
- Improving environmental sustainability,
- Doing business ethically.

We will monitor our contribution to these through our Performance Framework.

Unlocking additional social benefits through the investments we make will help contribute significantly towards making Leicester and Leicestershire a better place to live, work and further develop community confidence and pride.

Procurement

All our procurement will be undertaken in fair and transparent process. All tenders will be published in accordance with the requirements stated in the Local Government Transparency Code 2014, through utilising Source Leicestershire and Contract Finder.

The LLEP will secure Best Value through all procurement activity and consider how savings can be delivered.

All procurement will be awarded under the following principles:

- Equal treatment.
- Transparency.
- Non-discrimination.
- Mutual recognition; and
- Proportionality

