

## Greater Lincolnshire LEP

### EDI Champion Role Description

#### 1. Background

- 1.1. The National Local Growth Assurance Framework states that it is best practice for LEPs to appoint one Board Director to the role of EDI Champion. The Greater Lincolnshire Local Enterprise Partnership (GLLEP) has mandated this position within its Articles of Association (para 18.4) and within its Local Assurance Framework (para 10.2).
- 1.2. The Equality Act 2010 places a public duty on the GLLEP with which we must comply. It states that everyone has the right to be treated fairly and places legislation around nine protected characteristics: age, disability (including mental ill health), gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 1.3. The GLLEP promotes equality of opportunity and does all it can to ensure that no member of the public, service user, employee, contractor or staff member working within a partner organisation will be unlawfully discriminated against.

#### 2. E&D Statement

The Greater Lincolnshire LEP is a future focused, growth driven, not-for-profit organisation, which works transparently and honestly in partnership with the private and public sectors, to deliver inclusive economic opportunities for all.

#### Core Values

**Partnership working** to deliver comprehensive and joined up activity across geography and sectors to add value greater than the sum of the individual parts

**Future focused** to drive long term strategic economic stability and growth

**Visible ambassadors** in promoting our unique places, assets, talents, and opportunities

**Transparent and honest** in allocation of funding and decision making processes

**Lean and streamlined** to ensure efficiency of resourcing and administration and enable the focus to remain value driven

**People focused** to maximise potential in businesses, individuals, and communities and ensure representative inclusion and equality of the workforce and population

### **3. EDI Champion Role**

#### **3.1. The role of the EDI Champion is to:**

- 3.1.1. Review the current policy statement;
- 3.1.2. Present an annual report on the progress of the GLLEP in encouraging diversity and how improvements can be made;
- 3.1.3. Produce a diversity statement explaining how the GLLEP will ensure representation at board and sub-board level which is reflective of the local business community (including geographies, gender and protected characteristics);
- 3.1.4. The statement should also set out how the GLLEP will monitor diversity at board level and explain what steps the GLLEP is taking to ensure diversity in its engagement with local communities and local businesses;
- 3.1.5. The diversity statement should include a commitment to ensure that by 2020 at least one third of members of GLLEP boards are women with an expectation for equal representation by 2023.

#### **3.2. The responsibilities of the EDI Champion are as follows:**

- 3.2.1. Champion diversity and the effects of discrimination at the Board level;
- 3.2.2. Identify areas in which the GLLEP can improve its efforts to be more inclusive;
- 3.2.3. Actively promote, celebrate and raise awareness of Equality, Diversity and Inclusion issues;
- 3.2.4. Deal with queries as appropriate and take any equality matters to the GLLEP Directors Board.