



# GREATER LINCOLNSHIRE LEP

## Equality, Diversity, and Inclusion Policy Statement

<b>Name of Document</b>	Equality, Diversity, and Inclusion Policy Statement
<b>Purpose</b>	To set out GLLEP's commitment to equality, diversity and inclusion
<b>Author</b>	Operations & Delivery Executive Manager
<b>Version</b>	2.0
<b>Review date</b>	December 2022
<b>Date approved</b>	December 2022
<b>Date of next review</b>	December 2024
<b>Location</b>	LEP internal file storage and <a href="https://www.greaterlincolnshirelep.co.uk/about/corporate-governance/lep-policies/">https://www.greaterlincolnshirelep.co.uk/about/corporate-governance/lep-policies/</a>
<b>Policy lead officer</b>	LEP Chief Executive

#### Version Control

*Please note this document is valid until formally revoked or replaced*

Version	Date	Changes
1.0	March 2019	
2.0	December 2022	Move to new template  Review period extended to biennially  Expansion of policy to cover inclusion elements  Update of hyperlinks

## **1. PURPOSE**

- 1.1. This Policy sets out Greater Lincolnshire Local Enterprise Partnership's (GLLEP's) commitment to equality and diversity.

## **2. INTRODUCTION**

- 2.1. Greater Lincolnshire covers a large physical area from the Humber to the Wash, comprising 10 local authorities, 44,000 businesses and representing over one million people.
- 2.2. In order to deliver significant growth and productivity gains, we aim to remove all barriers to achieving economic performance , resulting in tangible economic benefits to our businesses, residents, visitors, workforce and diverse communities.
- 2.3. Our diverse communities will benefit from strong economic growth and no community will be excluded from full participation in economic life and progress. The competitive advantage arising from local diversity will be harnessed to drive growth.
- 2.4. Diversity and equality issues impact everyone in the Greater Lincolnshire area. We are committed to removing barriers that might restrict people and are positively working towards positive change.

## **3. WHAT IS EQUALITY, DIVERSITY AND INCLUSION?**

- 3.1. Equality is enabling opportunity, access, participation and contribution on a fair and equal footing and ensuring that different groups are not disadvantaged when accessing services, employment or participating in public life in Greater Lincolnshire Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age.
- 3.2. Diversity is about the individual, understanding that each of us is different and making sure we respect and celebrate the variety of backgrounds, perspectives, value and beliefs within our community.
- 3.3. The aim of inclusion is to embrace all people irrespective of race, gender, disability, age, or other protected characteristic, and ensure that all people feel welcome and valued for their contributions and have equal opportunity to realise their full potential.

#### 4. POLICY AIMS

##### 4.1. This policy aims to:

- 4.1.1. Ensure that the GLLEP is clear about equal opportunity and that these are managed in a professional and lawful way.
- 4.1.2. Set out the procedures the GLLEP will implement in relation to equal opportunities management.

#### 5. COMMITMENT REQUIRED

- 5.1. Greater Lincolnshire is committed to achieving diversity and equality of opportunity as a commissioner of services and projects. Lincolnshire County Council (LCC) is the GLLEP Accountable Body and host employer of the workforce, and together, this means doing what we can to positively promote equality and diversity across the delivery of projects, programmes and services and within our workforce.
- 5.2. The Equality Act 2010 places a public duty on LCC and 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.
- 5.3. Greater Lincolnshire LEP 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.
- 5.4. The GLLEP commits to the following in line with the [National Assurance Framework](#) and the [GLLEP Local Assurance Framework](#):
  - 5.4.1. Appoint a GLLEP Board Champion for Equality, Diversity and Inclusion;
  - 5.4.2. Produce an equality and diversity policy statement which will be published and reviewed at least once every two years;
  - 5.4.3. Ensure representation at Board and Sub-Board level is reflective of the local business community (including geographies, gender and protected characteristics);
  - 5.4.4. Produce an annual report to the GLLEP Board which monitors diversity at board level and sets out the steps the GLLEP is taking to ensure diversity in its engagement with local communities and businesses. The report

should also make suggestions as to how improvements can be made during the year;

- 5.4.5. A commitment to ensure that at least one third of members of GLLEP Boards are women with an expectation for equal representation by 2023.

## **6. OUR PROCEDURES**

6.1. Selection for board membership, employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees are employed by, or on secondment from LCC, as the host organisation. All will be helped and encouraged to develop their full potential and the talents and resources of the GLLEP workforce will be fully utilised to maximise the efficiency of the organisation.

6.2. In commissioning, we will also meet our obligations under the Social Value Act, which requires people who commission, or buy, public services to consider securing added economic, social, environmental and well-being benefits for their local area. We will work with our partners locally to ensure that all project development, commissioning and tendering procedures support the following principles

6.2.1. Advancing equality of opportunity for people in our target groups;

6.2.2. Ensuring the elimination of unlawful discrimination, harassment and victimisation.

## **7. WHAT WILL WE DO?**

7.1. Greater Lincolnshire LEP will engage with all stakeholders and be inclusive and transparent in all communications. Our priorities and objectives mostly deliver an equality impact, for example, by targeting key sectors, priority groups, and local communities. In addition, we will work with our partners to ensure that all project development, commissioning and tendering procedures support the following principles:

7.1.1. Advancing equality of opportunity;

7.1.2. Showing our commitment to support women into enterprise and employment;

7.1.3. Ensuring the elimination of unlawful discrimination, harassment and victimisation.

- 7.2. We will ensure barriers to equality are being proactively tackled at delivery level and in delivering our equality, diversity and inclusion policy, we will:
- 7.2.1. Assess the impact on equality as we develop our strategies, policies and programmes, and consider what actions, if any, may be appropriate to improve any identified adverse impacts;
  - 7.2.2. Monitor our social, environmental and economic impact and the impact on equality as we implement our strategies, policies and programmes;
  - 7.2.3. Be open and transparent and publish all information regarding our progress on achieving equality and diversity;
  - 7.2.4. Work in partnership with the range of local, regional and national organisations to create new and better actions;
  - 7.2.5. Provide excellent customer care by ensuring that services are provided by knowledgeable and well-trained staff who understand the needs of their communities;
  - 7.2.6. Promote best practice;
  - 7.2.7. Endeavour to recruit openly from our community so that the Board reflects regional diversity in terms of age, ethnicity, gender and disability. This measure will be assessed annually and the results produced for the Board;
  - 7.2.8. Ensure that all members of the Board and all employees have had equality and diversity training;
  - 7.2.9. Encourage applications from all diverse backgrounds to the Board or employment and we will ensure recruitment literature does not contain barriers to employment.

## **8. RESPONSIBILITIES OF THE GLLEP BOARD, THE BOARD CHAMPION AND THE CHIEF EXECUTIVE**

- 8.1. The ultimate responsibility for our policy rests with the Greater Lincolnshire Board of Directors to ensure that there are systems in place to put this policy into practice on a day-to-day basis. The Board has appointed a Board Champion on Equality, Diversity and Inclusion, who will report annually. The role is as follows:
- 8.1.1. Review the current policy statement at least once every two years;

- 8.1.2. Present an annual report to the GLLEP Board on the progress of the GLLEP in encouraging diversity and how improvements can be made;
- 8.1.3. Ensure the policy statement includes:
  - 8.1.3.1. 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);
  - 8.1.3.2. How the GLLEP will monitor diversity at board level and what steps the GLLEP is taking to ensure diversity in its engagement with local communities and local businesses;
  - 8.1.3.3. A commitment to ensure that at least one third of members of GLLEP boards are women with an expectation for equal representation by 2023.
- 8.2. The Diversity Champion will:
  - 8.2.1. Educate GLLEP employees and boards on diversity and the effects of discrimination;
  - 8.2.2. Identify areas in which the GLLEP can improve its efforts to be more inclusive;
  - 8.2.3. Actively promote, celebrate and raise awareness of Equality, Diversity and Inclusion issues;
  - 8.2.4. Deal with queries as appropriate and take any equality matters to the GLLEP Directors Board.
- 8.3. The Chief Executive of the GLLEP will:
  - 8.3.1. Feedback information on current Equality and Diversity legislation and guidance to the GLLEP Director /Board as relevant;
  - 8.3.2. Support and encourage engagement in all equality initiatives;
  - 8.3.3. Share and promote best practice;
  - 8.3.4. Foster good relationships between all GLLEP boards, staff and stakeholders through events or training and ensure staff and boards are aware of their Equality, Diversity and Inclusion responsibilities.

- 8.4. The GLLEP is responsible and accountable for the implementation of this policy and accompanying policies, both inside and outside the organisation, and for ensuring we fulfil our role in addressing diversity issues by promotion of this policy.
- 8.5. The GLLEP Board and team members will be made aware of their responsibility to challenge any unfair discrimination for reasons covered by equalities legislation. This policy will be reviewed at least once every two years and any recommendations and changes are to be agreed by the Board.