

SCR Local Enterprise Partnership

Diversity Policy

Document Properties

Change Record

Version	Revision	Author	Description	Date
3	0	C James	Annual Review	February 2020

Document Approval

Approving Body or Person	Role (review, approve)	Date
LEP Board	Approve	5 th March 2020

1. Context

1.1 Sheffield City Region Local Enterprise Partnership (SCR LEP)

Local Enterprise Partnerships (LEPs) are private sector led voluntary partnerships between local authorities and businesses set up in 2010 by the Department of Business Innovation and Skills to help determine local economic priorities and lead economic growth and job creation within the local area.

Sheffield City Region LEP works in partnership with the Sheffield City Region Mayoral Combined Authority (MCA) to ensure that SCR policy and decisions receive the input and views of key business leaders and the wider business community. Working with the MCA, and in tandem with central Government, the LEP's objective is to grow the economy of the City Region.

1.2 SCR Vision

SCR LEP's vision is to create a City Region with a bigger and stronger private sector that can compete in national and international markets. The LEP is the author and custodian of SCR's Strategic Economic Plan (SEP) which sets out the objectives that need to be achieved in order to deliver the vision. The LEP also supports the SCR Mayor in developing the Local Industrial Strategy.

The SCR LEP values the diversity of City Region communities and recognises this as a huge asset that should be harnessed to provide a competitive advantage and drive the growth required.

The LEP also recognises that in order to achieve its vision, bringing benefits to all City Region communities, it is essential that the Board represents the diverse population of the region, and embraces the benefits this will bring in improving creativity, productivity and innovation.

1.3 What is Equality and Diversity?

Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of race, gender, disability, religion or belief, sexual orientation and age.

Diversity aims to recognise, respect and value how people's differences contribute to society and support them in realising their full potential by promoting an inclusive culture for all.

Equality Act 2010, Equality Duty and Public Services (Social Value) Act 2012

The Equality Act 2010 places a public duty on Sheffield City Region LEP with which it 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.

The Public Services (Social Value) Act 2012 requires those who commission public services to think about how they can also secure wider social, economic and environmental benefits.

When making economic policy decisions SCR LEP will pay due regard to the Equality Act 2010, general duties under the Public Sector Equality Duties (Annex A) and to the Public Services (Social Value) Act 2012.

2. Our commitment

- 2.1** This policy reinforces the SCR LEP's commitment diversity and to providing equality and fairness to all those who wish to work with them and to not acting less favourably on the grounds of their protected characteristic. The SCR LEP is opposed to all forms of unlawful, unfair and inappropriate discrimination.

3. How we will fulfil our commitment and meet our responsibilities

3.1 Board composition

Using information collected through publicly available economic data, the SCR LEP will seek to ensure its board composition reflects the diverse communities of the City Region. In determining the optimum composition of the Board, the LEP will also consider areas of expertise and industry knowledge in addition to background, race, gender and other qualities in order to ensure membership is balanced appropriately.

The SCR LEP is committed to ensuring that its Private Sector membership will have equal representation by 2023.

3.2 Appointment Process

Appointment Committee

The SCR LEP will form an Appointment Committee to undertake any Board recruitment. The Appointments Committee will review and assess Board composition on behalf of the Board and, when recommending new appointments to the LEP Board, will be mindful of achieving the optimum composition in order to maintain an appropriate range and balance of skills, experience and background. The Appointment Committee will also be diverse in order to further promote LEP commitment to diversity.

Recruitment

The SCR LEP will endeavour to recruit openly from the City Region community so that the Board reflects regional diversity.

The SCR LEP will encourage applications from all diverse backgrounds and;

- will ensure recruitment literature does not contain barriers to employment
- will promote the LEPs commitment to diversity in recruitment application packs and adverts
- will aim to reach the widest possible candidate pool by using a range of recruitment methods and positive action, for example targeting under-represented groups through social media channels
- will define the selection criteria in terms of measurable skills, experience, knowledge and personal qualities
- will assess candidates against the role specification in a consistent way throughout the process

Selection

All Board appointments will be made on merit, in the context of the skills and experience required by the Board as a whole to be effective.

3.3 Equality and Diversity Champion

The SCR LEP will nominate from its number, one member, to act as its champion for Equality and Diversity. The champion will have a strategic responsibility to ensure that the SCR LEP policy on equality and diversity remains up to date and will lead on the development of policies and approaches which promote equality and diversity in business leadership, training and employment practices. The Equality and Diversity Champion will also have a responsibility to ensure the LEP's appointment process effectively promotes equality and diversity.

3.4 Decision making

As strategies, policies and programmes of work are developed the SCR LEP will assess the impact on equality and consider what actions, if any, may be appropriate to improve any identified adverse impacts.

The social, environmental and economic impact and the impact on equality will also be monitored as strategies, policies and programmes are implemented.

The SCR LEP will be open and transparent and publish all information regarding its progress in meeting its commitments and duties in relation to equality and diversity. The LEP will also make available information that demonstrate how the achievement of its objectives is bringing benefits to all City Region communities.

3.5 Partners

The SCR LEP will work with partners to ensure that all commissioning and tendering processes pay due regard to the Equality Act 2010, general duties under the Public Sector Equality Duties (Annex A) and to the Public Services (Social Value) Act 2012.

3.6 Stakeholders

The SCR LEP will engage with all stakeholders and strive to be inclusive and transparent in all communications, encouraging consultation and collaboration.

4. Accountability

- 4.1** The LEP is responsible and accountable for the implementation of this policy and for ensuring diversity issues are addressed by promotion of this policy.

LEP Board members and SCR Executive Team members have a responsibility to challenge any unfair discrimination for reasons covered by equalities legislation.

5. Policy Review

- 5.1** This policy will be reviewed annually in line with the review of SCR's Assurance Framework and/or the re-fresh of the Strategic Plan. Any changes will be approved by the LEP Board.

Annex A

General duties under the Public Sector Equality Duties

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

Protected characteristics

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation