

## YNYER LEP Diversity Statement

The LEP is committed to achieving diversity and equality of opportunity, both as a partnership and as a commissioner of services. The LEP recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. Diverse Boards make effective use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between Board Members.

The LEP Board Diversity Champion is Ruth Smith.

The LEP's Diversity Statement reflects NYCC's Equality & Diversity Policy Statement and is provided below:

*We welcome and celebrate diversity and the strengths this brings to our communities and workforce. The Equality Act 2010 says that we must not treat people unfairly because of age, disability, sex (gender), gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called "protected characteristics".*

*We make the following commitments:*

- *We will treat staff and customers with dignity and respect.*
- *We will develop our Board members and staff to help us meet our equality duties.*
- *We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.*
- *When it will help us to improve our services and to understand how we are meeting our equality duties, we will ask questions about people's protected characteristics. We will always make it clear that people do not have to answer these questions. We will keep personal data confidential.*
- *We will consider equality issues when we appraise projects seeking our support.*
- *We will make sure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.*
- *We will recruit, select, train and promote staff fairly. We will try to get the make-up of our staff to match our communities. We will have clear systems for staff to complain if they are treated unfairly.*
- *We will make it easy for customers to complain if something goes wrong and we will respond quickly and efficiently. If legal action is intended or underway; complaints will be suspended until the legal process is resolved.*
- *If we find that anyone has broken our equality policy we will investigate and take disciplinary action if appropriate.*
- *We will monitor our equality actions through our usual reporting systems."*