

## HERTFORDSHIRE LOCAL ENTERPRISE PARTNERSHIP

### EQUALITY AND DIVERSITY STATEMENT

- Our aim is to ensure that the Herts LEP Board will provide equal opportunity for everyone, in accordance with Hertfordshire County Councils [Equalities Strategy](#) and related policies and procedures. Herts LEP is dedicated to supporting a fully inclusive culture, recognises its role in promoting diversity and eliminating discrimination, and seeks to do this in the way it conducts itself.
- This policy reinforces our commitment to providing equality and fairness to all those who wish to work with or for us and we will not act less favourably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful, unfair and inappropriate discrimination.
- Herts LEP recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as essential in representing the diverse community and population that constitutes Hertfordshire and in improving its creativity, productivity and ability to innovate. A truly diverse Board will include and make good use of differences in the skills, geographical and industry experience, background, race, gender and other qualities. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. Herts LEP have ensured that at least one third of members of LEP Boards are women with an expectation for equal representation by 2023
- The Herts LEP Board are responsible for the appointment of the Business Representatives and Not-for-Profit/ Social Enterprise representatives. All other Board Members are appointed by external organisations. All Board appointments are made on merit, in the context of the skills and experience that the Board as a whole requires to be effective, have a fully inclusive debate, and a capacity for rapid decisions. In identifying suitable candidates for appointment to the Board, candidates will be considered on merit against objective criteria and with due regard to the benefits of diversity on the Board.

Version Control	Final/Draft
Title and Version	Equality and Diversity Statement V3
Author	Sally Stanley
Agreed Date	11 <sup>th</sup> February 2019
Review Date	April 2021
Approval by	LEP Board