



EQUALITY & DIVERSITY STATEMENT

C&WLEP is dedicated to supporting a fully inclusive culture. We recognise that we have a role in promoting diversity and eliminating discrimination and seek to do this in the way we conduct ourselves and our business.

Our aim is to ensure that the C&WLEP Board, its sub-boards and any business group or committee that is part of the CWLEP structure, will provide equal opportunity for everyone.

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.

C&WLEP recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as essential in representing the diverse community that constitutes Coventry & Warwickshire 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.

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. The Finance & Governance Board of C&WLEP will review and assess composition on behalf of the Board and provide advice to the Chair and Nominations Committee on appointments to the LEP Board, being mindful of achieving the optimum composition. In identifying suitable candidates for appointment to the Board, candidates will be considered on merit against objective criteria and with due regard for the benefits of diversity on the Board.

In addition to these commitments, the LEP Board will nominate from its number, one member to act as its Champion for Equality and Diversity. This person will not only be a member of the Nominations Committee but will also consider the LEP Board's conduct across the CWLEP organizational structure in fulfilling its commitment to promote quality and diversity and eliminate discrimination and measure its success in achieving this.