

## **Diversity Statement**

The Business Board is dedicated to supporting a fully inclusive culture and recognises its role in promoting diversity and eliminating discrimination and seeks to do this in the way it conducts itself. Our aim is to ensure that The Business Board 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. 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.

The Business Board recognises and embraces the benefits of having a diverse Board and sees increasing diversity at Board level as essential in representing the diverse community of the Cambridgeshire & Peterborough area.

The Business Board is committed to ensuring a diverse representation at Board and sub-group level which is reflective of the local business community (including skills, geographical and industry experience, background, race, gender and other protected characteristics). A truly diverse Board which is reflective of our local business community will include and make good use of differences in qualities, and these differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately.

The Business Board shall comply with their responsibilities under the Public Sector Equality Duty as set out in section 149 of the Equality Act 2010 and a member of the Board will be nominated as champion for Diversity and Equality.

The Business Board shall have due regard in the exercise of their roles and responsibilities to the need to:

- eliminate discrimination, harassment and victimization and any other conduct prohibited under legislation;
- advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it; and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Whilst all appointments to the Business Board will be on merit, in accordance with Government requirements, identified during the Strengthening LEPs Review, the Business Board will aim to improve the gender balance and representation of those with protected characteristics on its board with the following aims:

- that women make up at least one third of Business Board by 2020
- with an expectation for equal representation by 2023, and
- ensure its Board is representative of the businesses and communities they serve