

## Diversity Statement

The Greater Cambridge Greater Peterborough (GCGP) LEP 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 GCGP LEP 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.

GCGP 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 that constitutes the Greater Cambridge Greater Peterborough area and in improving its creativity, productivity and ability to innovate. A truly diverse Board which is reflective of our local business community 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 Nominations and Remunerations Committee of the GCGP LEP will review and assess Board composition on behalf of the Board and provide advice to the Chairman 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 to the benefits of diversity on the Board.