



**Dorset Local Enterprise
Partnership CIC**

Equality & Diversity Policy

May 2019

1. Introduction

- 1.1. In order to deliver significant growth and productivity gains Dorset Local Enterprise Partnership (LEP) aim to remove all barriers to achieving economic performance, resulting in tangible economic benefits to our businesses, residents, visitors, workforce and diverse communities. Our diverse communities will benefit from strong economic growth and no community will be excluded from full participation in economic life and progress.
- 1.2. The competitive advantage arising from local diversity will be harnessed to drive growth. We aim to integrate equality into all that we do, and the work that others do on behalf of the Dorset LEP.

2. What is Equality and Diversity?

- 2.1. Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including race, gender, disability, religion or belief, sex, sexual orientation and age.
- 2.2. Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for all.
- 2.3. Diversity and equality issues impact everyone in the Dorset LEP area, so we are committed to removing barriers that might restrict people and continue to work towards positive change.

3. Dorset LEP's commitment

- 3.1. Dorset LEP 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.
- 3.2. This policy reinforces our commitment to providing equality and fairness to all those who wish to work with or for us and will not act less favourably or tolerate unfair or unlawful treatment on the grounds of the following characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity (including Paternity)
 - Race (colour, ethnic or national background)
 - Religion or Belief (including lack of belief)
 - Sex
 - Religion or belief
 - Sexual orientation
- 3.3. Dorset LEP and Dorset Council, undertaking its role as the Accountable Body to Dorset LEP, shall comply with their responsibilities under the Public Sector Equality Duty as set out in section 149 of the Equality Act 2010.
- 3.4. Dorset LEP Board is committed to ensuring equality of opportunity in the delivery and accessibility of its services. In particular, Dorset LEP will look to ensure diverse representation at Board and sub-group level which is reflective of the local business community (including geographies, sectors and protected characteristics). Dorset LEP is committed to providing a safe environment free from unlawful discrimination and harassment both in employment and service delivery.
- 3.5. Dorset LEP is committed to improving the gender balance and representation of those with protected characteristics on its board, with an aim that by 2020 at least one third of members of Dorset LEP Board are women and that women achieve

equal representation on the Dorset LEP Board by 2023, ensuring the Dorset LEP board is representative of the businesses and communities they serve.

- 3.6. Dorset LEP Board will have a nominated champion for Diversity and Equality.
- 3.7. Dorset LEP 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.

4. What we will do

- 4.1. Dorset LEP will engage with all stakeholders and be inclusive and transparent in all communications. Our priorities and objectives mostly deliver an equality impact, for example, by targeting key sectors, priority groups, and local communities. In addition, we will work with our partners to ensure that all project development, commissioning and tendering procedures support the following principles:
 - Advancing equality of opportunity;
 - Showing our commitment to support those with a protected characteristic into enterprise and employment;
 - Ensuring the elimination of unlawful discrimination, harassment and victimisation.