

(From the Worcestershire LEP Assurance Framework)

Appendix 3 - Diversity Statement

Worcestershire LEP is committed to ensuring that businesses representation on Decision Making Groups, Delivery Groups and Advisory Groups (see Figure 1 - WLEP Organisational Structure) is reflective of the local business community.

We recognise that a truly diverse LEP will include and make good use of differences in the skills, geographical and industry experience, background, race, gender and other qualities that exist in the Worcestershire economy.

These differences will be considered in determining the optimum composition of these Groups and when possible will be balanced appropriately.

All appointments will be made on merit, in the context of the skills and experience required to be effective.

On behalf of the Board, the Executive Team will review and assess membership and when recommending new appointments, will be mindful of achieving the optimum composition. In so doing the Executive Team will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

In recommending suitable candidates for appointment, the Executive Team will consider applicants on merit against objective criteria and with due regard for the benefits of diversity.

Appointments made to the Executive Team will be governed by the relevant policies of Herefordshire and Worcestershire Chamber of Commerce.