



# Equality and Diversity Policy January 2023

The D2N2 Local Enterprise Partnership

## **Background**

The D2N2 Local Enterprise Partnership is one of 38 LEPs across England; private sector-led partnerships including business, local authorities, skills and training providers, and community and voluntary organisations' representatives. They play a central role in deciding their area's local economic priorities, and in undertaking activities to drive economic growth and create local jobs.

The D2N2 LEP was established in 2010 and it is responsible for the areas of Derby, Derbyshire, Nottingham, and Nottinghamshire.

The D2N2 LEP is one of the largest and most diverse LEPs in England in terms of area and population. Its area includes more than two million people and has an economic output of over £50.5 billion GVA (Gross Value Added)<sup>1</sup>.

A long history of immigration into the D2N2 area from countries such as Pakistan, India, and Jamaica has resulted in a diverse population. Whilst the proportion of the population accounted for by individuals with a BAME (Black, Asian and Minority Ethnic) background across the area is lower than the national average. Non-White D2N2 residents made up 9% of the population compared to 14.6% average in England<sup>2</sup>. There are significant concentrations in Nottingham City (28.5% non-White) and Derby (19.7% non-White) and low concentrations in rural areas (2.3% non-White).

The D2N2 region includes a significant rural population, with 29% of D2N2's total employment located in local authority areas classed as rural<sup>3</sup>. In common with other areas of high rural populations, the D2N2 population generally is ageing more rapidly than the population of England as a whole.

The D2N2 website can be found at [www.d2n2lep.org](http://www.d2n2lep.org) and that of its D2N2 Growth Hub at [www.d2n2growthhub.co.uk](http://www.d2n2growthhub.co.uk) for more information.

## **Our Purpose**

D2N2 LEP's over-arching purpose is to add value to D2N2 economy, support the creation of new jobs, raise earnings, reduce inequality, and share prosperity across all parts of our two cities and two counties. Whilst our past growth has been driven by carbon-intensive industries, we have the opportunity, with our infrastructure and ingenuity, to lead the most ambitious carbon turnaround in the country. Nowhere in the UK is better placed to lead green recovery rooted in our unique combination of

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<sup>1</sup> ONS Regional Gross Value Added balanced approach, published on May 30 2022

<sup>2</sup> Census 2021, ethnic group of the usual resident population, England and Wales

<sup>3</sup> D2N2 analysis of data provided by DEFRA using 2011 rural-urban classification of local authority districts

natural assets and the conversion of our cluster of fossil fuel sites into hubs of green innovation. It is a guiding principle of the D2N2 LEP that ALL communities within its region, should share in the economic benefits resulting from its activities and projects. Equality and diversity principles will therefore be built into what we and our partners do.

Like all LEPs, D2N2 LEP is subject to statutory requirements under anti-discriminatory legislation – the Equality Act 2010 in its roles as both employer and services provider.

([www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga\\_20100015\\_en.pdf](http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf))

### **What do we mean by equality and diversity?**

**Equality** is about making sure that no person or group we engage with is treated less favourably due to their gender, race, age, disability (mental and physical), sexual orientation, religion or belief. All should have equality of opportunity; the opportunity to make the most of their lives and skills, regardless of their location and background.

**Diversity** is about respecting and recognising people's differences. These differences mean they come to society and its issues with their own perspectives, talents and barriers. Our local diversity should be celebrated, listened to and harnessed to foster a truly inclusive society.

### **Our commitment**

In delivering its own activities, in its work with partners and in the services it commissions from others the D2N2 LEP will put equality and diversity at the forefront of its thinking; promoting practical measures to ensure equality of opportunity for all communities.

As a LEP we will adhere to the principles of the Equality Act 2010 in the treatment of our own staff, customers and service users, contractors and partners, and external organisations.

This will include having in place robust processes by which board members, employees, and contractors are selected to work with D2N2; recruiting on merit and with a view to achieving a diversity which reflects the communities of our area.

Projects wholly or jointly funded or promoted by the D2N2 LEP will be expected to advance good social values; actively seeking opportunities to add social, economic and environmental advantages for their area.

## **Our actions**

In engaging with its communities, D2N2 will always seek to be inclusive and open in how it communicates with them.

In the priorities and objectives D2N2 sets – and through the projects it develops, commissions and tenders – the LEP will:

- foster greater equality and equality of opportunity;
- support those groups who traditionally face greater difficulties entering employment (for example young people, older workers, women re-entering or joining the workforce, people with disabilities);
- tackle barriers of social and financial exclusion, especially in low-income communities;
- work with local, regional, and national partners to improve the economy of our area for all communities;
- give regular information updates on the LEP's progress;
- provide good services backed by knowledgeable staff;
- ensure an open and fair recruitment process for Board, staff, and contractor positions, which takes account of the diversity of our area's communities;
- ensure Board members and staff are aware of our Equality and Diversity Policy;
- promote good practice;
- regularly assess whether we are meeting our equality and diversity ambitions and change those ambitions if necessary to ensure they are fit for purpose.

## **Accountability**

Responsibility for ensuring that the principles of this D2N2 LEP Equality and Diversity Policy are put into practice will ultimately rest with the LEP's Board.

The LEP Board will be accountable for implementing the Policy (internally and externally) and for addressing any allegations of unfair discrimination brought to its attention, through its direction of its senior officers and staff.

Board members will agree the Equality and Diversity Policy, and review any recommended changes brought to it.