



Paper B – Appendix 1

HEY LEP Equality and Diversity Champion Role Descriptor – draft

The HEY LEP Board Equality and Diversity Champion acts as an ambassador across the board and LEP related activities. This leadership role involves promoting equality and diversity by, wherever possible, ensuring the actions of the board recognise and work to reduce discrimination within workplaces, schools, universities, housing associations, social welfare organisations and the wider community.

The role ensures the board considers equality and diversity issues in the strategic, economic and programme delivery across all strands of LEP intervention: business support, employment and skills, infrastructure and innovation and transformation.

Responsibilities of the role include:

- Ensuring the board takes due recognition regarding the effects of discrimination on grounds of age, disability, gender, race, religion, and sexual orientation .
- Acting as an advocate for members of ethnic minority groups, the LGBTQ+ community, disadvantaged communities and those affected by age or disability .
- Providing oversight of board recruitment practices, working in alignment with the Audit, Finance and Governance Panel to ensure fair, transparent, and open processes attract the best candidates to work with the LEP .
- Referral to and liaising with other relevant organisations (such as community and voluntary groups) .

Reporting processes

The Equality and Diversity Board Champion will produce an annual impact assessment based on LEP activity to be discussed at the board and published on the LEP website. Arising actions are recorded in the LEP Delivery Plan.

This role is supported by the LEP team of exec officers including the Chief Operating Officer and the Senior Strategy and Business Manager.