

Equality, Diversity and Inclusion Action Plan



Objective	Action	Lead/s	Time-scale	Outcome/KPI	Progress	RAG Status
<p>Leadership & Organisational Commitment</p> <p>EDI will be embedded throughout the governance and decision-making processes of the LEP.</p> <p>The LEP Board will appoint an EDI Champion, who will provide advice and scrutiny on all LEP activity.</p> <p>EDI is fundamental to the HEY LEP Economic Growth and Workforce Wellbeing Strategy and the LEP is committed to embedding EDI throughout everything it does.</p>	<ol style="list-style-type: none"> 1) Establish a volunteer EDI advisory group overseen by the LEP's EDI Champion. 2) LEP SLT will meet with the LEP EDI Champion (Catherine Bishop) regularly to ensure alignment of action plans. 3) EDI is a standing agenda item at LEP SLT meetings 	<p>Teresa Chalmers / Catherine Bishop</p> <p>Teresa Chalmers</p> <p>Teresa Chalmers</p>	<p>September 2023</p> <p>Quarterly</p> <p>Monthly</p>	<p>EDI is embedded across all LEP activity and decision making in line with the aims and objectives of the LEP Economic Development and Workforce Wellbeing Strategy</p> <p>Operational strategies and plans undergo equality analysis and steps are taken to mitigate against risk.</p>		

Equality, Diversity and Inclusion Action Plan

<p>Service Delivery</p> <ul style="list-style-type: none"> Growth Hub now records details of protected characteristics information of business <u>ownership</u>. DBT have requested the following: <ul style="list-style-type: none"> Age Gender Disability Ethnicity Growing Places Fund? (JN) Careers Hub (FH) WDBA (CS) Key account management / Inward Investment (PG) Export Partnerships / FDI (AF) <p>Yellow = Details TBC</p>	<ol style="list-style-type: none"> Growth Hub required to report to ½ yearly report to BEIS EDI data will be shared with HEY LEP Board and EDI Champion EDI info to be included in HEY Employment & Skills team annual apprenticeship report. Source: ESFA data cube. All HEY LEP and Growth Hub LEP events to take place in fully accessible venues Ambition to ensure content of panels & speakers is representative of local communities & demographics 	<p>Jon Brunton</p> <p>Teresa Chalmers</p> <p>Chris Howell</p> <p>All LEP staff</p> <p>All LEP staff</p>	<p>Ongoing (bi-annual)</p> <p>Ongoing (bi-monthly)</p> <p>Ongoing (annual)</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Improved use of data to inform decision making to ensure maximum impact and support EDI objectives</p> <p>Continuous improvement demonstrated across all programme delivery</p>	
---	---	---	--	--	--

Equality, Diversity and Inclusion Action Plan

<p>Communications and PR policy – inclusive comms:</p> <ul style="list-style-type: none"> • Website • Publications • Social media <p>Do we publish documents in accessible format? Do we have a reference / advisory group?</p>	<p>guidelines on accessible communications</p>			<p>accessible format wherever possible</p>		
<p>Facilities</p> <p>Events must be accessible – reasonable adjustments must be made for events etc.</p>	<ol style="list-style-type: none"> 1) Consider accessibility for events 2) Accommodate reasonable adjustments upon request 	<p>All LEP staff</p>	<p>Ongoing</p>	<p>All LEP events and hosted in fully accessible venues</p>	<p>All LEP events accommodate reasonable adjustments</p>	