

Diversity Statement

London's diversity is its biggest asset and the Mayor of London strives to reflect London's diversity in all Board appointments, including those to the London Economic Action Partnership (LEAP). In particular, he wants to “break the glass ceiling for women and BAME groups”.

In undertaking all recruitment for Business Members of the LEAP Board we ensure that appointments are reflective of London (including protected characteristic and geography) by:

- Utilising a HR-led process which is open, transparent and competitive;
- Promoting our commitment to diversity in recruitment application packs and adverts;
- Reaching the widest possible candidate pool by using a range of recruitment methods and positive action, for example targeting under-represented groups through social media channels;
- Defining the selection criteria in terms of measurable skills, experience, knowledge and personal qualities; and
- Assessing candidates against the role specification in a consistent and transparent way throughout the process.

At March 2019 our appointed Business Membership has a 50/50 male/female balance and the overall Board has a 55/45 male/female balance. We are committed to achieving a 50/50 overall balance through the recruitment of four additional Business Members in 2019 and we aim to achieve balanced gender diversity in all ex-officio appointments and nominations moving forward.

Our Business Members bring a wealth of experience from entrepreneurial backgrounds, small businesses, higher education and international professional services. This helps to ensure that LEAP's approach considers different business viewpoints and approaches. Together with LEAP's public sector Members, the Board provides advice and endorsement in the interests of all Londoners.

Membership of LEAP's subordinate bodies is usually drawn from the Board and is reflective of London, including protected characteristics and geography. Where appointments are made through an open and competitive recruitment process, the actions outlined above are followed.

The Mayor of London has a vision to “challenge economic and social injustice, and make London a fairer and more equal city, open and accessible to all, in which all can live and prosper free from prejudice.” LEAP pays due regard to the Mayor's Inclusive London strategy and all Board reports include comments on equality considerations.

LEAP reports on diversity in each Annual Report and the Board appoints a Diversity Champion from within its Membership to oversee its commitment to diversity.