

Diversity Statement

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

Recruitment for Business Members of the LEAP Board must be in line with the [GLA's Protocol on Mayoral Appointments](#). 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 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
- assessing candidates against the role specification in a consistent and transparent way throughout the process.

At January 2022 the Board comprises 16 Members, including eight Business Members and one nominee from the Trades Union Congress. Four Business Member vacancies arose through appointment terms coming to an end with the mayoral election. The Government has granted an exemption for LEAP to carry these vacancies until the outcome of the LEP review.

The vacancies mean that 56 per cent of the Board is comprised of private sector Members, compared to 65 per cent in April 2020. The overall gender balance has also been reduced to 38/62 female/male, compared to 45/55 in April 2020.

We will launch a recruitment campaign as soon as practically possible following confirmation of the future of LEPs and the role and responsibilities of Business Members. The campaign will aim to make appointments which are representative of London and its businesses. We also 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.

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 at least one of its membership to the Diversity Champion role to oversee its commitment.