

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 LEAP. In particular, he wants to “break the glass ceiling for women and BAME groups”.

Action taken in relation to the recruitment of the eight business members appointed to the new LEAP Board in December 2016 included:

- 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 way throughout the process; and

This approach has increased Board diversity since its previous inception as the London Enterprise Panel, particularly with regards to gender. Of the eight new business members, half are women and there is much greater representation from London's entrepreneurs and small businesses as well as bigger business to reflect different viewpoints, approaches and experience.

Sub Group membership is usually drawn from the Board and consideration of diversity is taken before any appointments are made. Where appointments are made through an open and competitive recruitment process, the actions 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.” He will soon publish a new ‘Equality Framework’ and LEAP will continue to work closely with his Diversity and Social Policy Team to explore best practice and actions that can be taken to help the Board to be even more representative of London's diversity. An aspiration remains for the overall Board to match the profile of London's economically active population which is 46% women, 37% black, Asian and minority ethnic people and 13% disabled people.