



# Co-operative Councils

## Innovation Network

## STRATEGY



RedQuadrant working with  
Southeast Midlands Local Enterprise Partnership

## Equality, diversity and inclusion support for Southeast Midlands Local Enterprise Partnership

We have worked with SEMLEP on both strategic and operational levels to work with them on Equality, Diversity and Inclusion (ED&I). They wanted ensure that their ED&I policies and commitments were fully embedded into their strategy, delivery, and governance in order to ensure ED&I becomes a core value going forward.

### Governance

We provided input into the SEMLEP's board recruitment including:

1. working with SEMLEP to agree a revised approach which focused on identifying the specific skills they were seeking and making sure these were clearly referenced in the job description and advertising; and
2. having a greater focus on evidence-based recruitment decisions.

This approach enabled a larger and more diverse applicant pool, and a successful recruitment outcome which contributed to SEMLEP's aim to increase the board's gender balance and ethnically diverse representation.

We identified some opportunities to further improve prior to the next recruitment activity which include carrying out a further Board skills audit and inclusive recruitment training.

## Strategy

We worked alongside SEMLEP and their economic development consultants to ensure that ED&I was fully embedded in their Covid-19 Economic Recovery Strategy. Our intervention supported a clearer focus on groups that may have been particularly impacted throughout the pandemic and beyond. More generally, our input enabled inclusive recovery to be a golden thread running through the Economic Recovery Strategy.

## Delivery

We have worked with SEMLEP to use their diversity monitoring of delivery programmes to understand their current reach and to consider how they may need to target future communications and engagement to drive inclusive recovery and support.

We have provided support and advice in several areas, including reviewing assessment frameworks and proposal considerations for future programmes, programme reporting, business diversity monitoring, and refreshed ED&I statement and policy.

We continue to support SEMLEP and are looking forward to seeing even more progress to truly embed ED&I in both their internal and external delivery.

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### For further information contact:

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