

Supporting Statement

LPP is committed to ensuring equality of opportunity and access in both our employment and service arrangements. We aim to promote diversity within our workforce and ensure that our services meet the different needs of our customers and clients at all times.

We recognise our legal responsibilities and obligations under the Equality Act, both to employees and third parties. We expect our employees and clients to be treated fairly, with dignity, courtesy and respect, and our employment policies, procedures and practices are therefore designed to comply with current legislation and best practice.

We strive to ensure that all LPP employees are able to make their best contribution. We are committed to recruiting and retaining a diverse range of skills and talent, and to develop a culture in which everyone feels valued, respected and where individual contribution is key to our success.

LPP Statistics

The following data is a summary report from which the statistics are taken as at 5th April 2017, and shown at group level. For clarity, the data includes gender, declared disability and Black, Asian and Minority Ethnic groups (BAME).

The Local Pensions Partnership (Group), includes staff in all three office locations: Central London, Hertfordshire and Preston, Lancashire. (Data source: OpenHR Employee Database)

	LPP Group (5th April 2017)	
	Number	%
Gender		
Male	110	44%
Female	140	56%
Total	250	100%
Ethnicity**		
BAME	61	24%
Non BAME	189	76%
Total	250	100%
Disability***		
Yes	28	11%
No	222	89%
Total	250	100%

**Covers Black, Asian and Minority Ethnic communities

*** Disability covers controlled disabilities, diabetes, hearing aid required, asthma, blind/partially sighted, other mobility limitation, mental health disorder, deaf/hearing impaired, dyslexia, other unseen disability

LPP is made up of employees who have, in the main, transferred from both founding organisations, LPFA and LCC. Although, since formation this group has been further complimented by the recruitment of new personnel from all backgrounds, along with skills and experience from a variety of sectors (including the financial services environment).

As a group, we aim to ensure fairness and equality towards all applicants through objective based recruitment practices and family friendly policies to support staff during changing circumstances. This includes flexible working arrangements to support participation in

religious and/or cultural events, to care for dependents or where reasonable adjustments are required to roles/working patterns to support declared disabilities. Further commitment has been made in the following areas:

- Maintaining an annual Equalities Statement using data as at 5th April each year and publishing the outcome alongside our gender pay statistics on the LPP website.
- Developing a Diversity and Inclusion Policy to support the achievement of business goals, including ways of addressing the diverse needs of both employees and customers/clients.
- Embedding diversity within our organisation's values, behaviours and practices; ensuring everyone is treated with respect, dignity and has a personal responsibility to uphold the standards.
- Continually reviewing our policies and procedures; ensuring our practices are without direct and indirect discrimination, and comply with relevant and up to date legislation.
- Continually introducing mandatory e-learning programmes, reminding staff of their obligations under the Policy, and encouraging innovation and suggestions for change.
- Implementing and analysing feedback of information to ensure employee and client concerns and recommendations are free from bias, and promote the LPP values and behaviours.

We believe that our commitment through continually evolving policies, consultation and communication channels helps to support us in ensuring our staff and clients are treated fairly, with dignity, courtesy and respect.

I hereby confirm that the information above is accurate.

Susan Martin
Chief Executive Officer



October 2017