

# London Legacy Development Corporation

## DIVERSITY AND INCLUSION STATEMENT

*“LLDC is committed to building an equitable, diverse and inclusive workforce to ensure that we can provide a social, cultural and economic benefit drawn from the talent and potential that exists in the East End of London. Our ongoing policies and strategies will continue to ensure that we achieve a workforce that is representative of our local community. As a result, the LLDC’s future efforts will be to maximise the considerable opportunities that Queen Elizabeth Olympic Park offers in the areas of education, cultural activity, employment and entrepreneurship.”*

**Lyn Garner, CEO**

### Our commitment to diversity and inclusion

We will only succeed in creating a successful, dynamic new metropolitan centre for London if we take a diverse and inclusive approach within our business and in our work with others. We are committed to doing the right thing, not just the easy thing – finding meaningful solutions (not superficial fixes) is where we will focus our efforts.

### Our commitment to our employees

At LLDC we value and welcome talent in all its diverse forms and want to attract, retain and grow a high-quality workforce. Our commitment to diversity and inclusion is underpinned by our corporate values of excellence, collaboration, ambition and responsibility.

### Enabling equal outcomes

LLDC adopted a number of initiatives in 2017/18, such as blind recruitment, promotion of flexible working and a leadership development programme and since then has almost halved the Gender Pay-gap to 17.6%.

Going forward we will be enabling women into leadership by participating in the Mayor’s Our time: supporting future leaders programme.

Whoever you are, if you work for LLDC you will be working for an organisation that is committed to:

- Seeking out, valuing and enabling the contributions that people from diverse backgrounds can make to the delivery of our vision and mission.
- Ensuring that everyone is treated with dignity and respect.
- Challenging discriminatory behaviour.
- Supporting individuals from diverse backgrounds to develop as professionals.
- Championing diversity and inclusion within our organisation at all levels.
- Understanding and breaking down the barriers to achievement of equal outcomes for different groups.

## Our commitment to Londoners

This is the place that inspired a generation through the delivery of the best-ever Olympic and Paralympic Games and the first host to hold the two events together in recognition of their equal value. Diversity and inclusion is at the heart of everything we do; we want Queen Elizabeth Olympic Park and the surrounding area to feel welcoming to all and we want our employees, residents and visitors to know that, whatever your background, this is an accessible place and opportunities really are within reach. We are not finished with inspiration.

We will work to connect people to opportunities by:

- Collaborating to attract, retain and grow diverse businesses and employers to the Park and surrounding area.
- Connecting east Londoners to the wide range of opportunities that exist on the Park through our education, employment and skills programmes.
- Seeking feedback on our delivery approaches in the wider area from diverse groups such as the Built Environment and Access Panel, or Legacy Youth Voice.
- Championing diversity and inclusion with our partners and local employers.
- Establishing best practice and facilitating knowledge sharing to grow our inclusive approach globally.

## Connecting people to opportunity

Since 2009, 335 young people have been through our Legacy Youth Voice programme which invests in diverse, local, young talent; delivering leadership training and professional and personal development to help shape and support the leaders of tomorrow.

We support young people to develop into careers - over 270 young people have benefitted from apprenticeships through the Park's activity.