



Sported **Board Diversity Policy**



July 2022



The Board Diversity Policy sets out the Board of Spotted Foundation's approach to diversity and provides a high-level indication of the Board's approach to diversity in all areas of the Charity.

The Board places great emphasis on ensuring that its membership reflects diversity in its broadest sense. A combination of demographics, skills, experience, race, age, gender, educational and professional background and other relevant personal attributes on the Board is important in providing a range of perspectives, insights and challenge needed to support good decision making.

New appointments are made on merit, taking account of the specific skills and experience, independence and knowledge needed to ensure a rounded Board and the diversity benefits each candidate can bring to the overall Board composition.

Objectives for achieving Board diversity may be set on a regular basis. On gender diversity the Board is committed to maintaining at least 3 female and male Board members (30%). The Board also makes a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board, including, but not limited to, ethnically diverse communities and other minoritised groups. It has set a target of 20% of Board roles to be held by those from ethnically diverse communities by 2022 and to ensure accessible opportunities for those from diverse backgrounds.

More information on our commitment and actions at Board level is available on our [Diversity Action Plan](#).



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