

Board Diversity Policy

The Board Diversity Policy sets out the Complementary and Natural Healthcare Council (CNHC) viewpoint on diversity and provides a high-level indication of the Board's approach to inclusion and diversity in senior roles in the organisation.

The tone for diversity and inclusion is set from the top and the Board believes that having a diverse leadership team and an open and inclusive culture supports our core values.

CNHC is committed to promoting positive measures that eliminate all forms of unlawful or unfair discrimination on the grounds of age, gender reassignment, being marriage or in a civil partnership, being pregnant or on maternity leave, disability, race, religion or belief, sex and sexual orientation.

CNHC is open to being challenged and is committed to understanding and addressing any matters of discrimination and privilege that may arise.

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

We believe that it is vital to have a diverse Board, with a mix of skills, knowledge, experience, geographical expertise, professional background, sex, tenure, age, race and other distinctions between Directors.

All appointments to the Board are made on merit against a set of objective criteria, in the context of the skills, experience, independence and knowledge which the Board as a whole, requires to be effective.

We believe this ultimately benefits our staff, our registrants, the people who work for us, our partners, and the public we aim to serve and protect.

BOARD OBJECTIVES

Objectives for achieving Board diversity will be reviewed on a regular basis.

On sex diversity, the Board is committed to maintaining a minimum 33% of the underrepresented sex. It is recognised that there may be periods of change on the Board when this number may be smaller while the Board is

refreshed. However, it is the Board's longer term intention to maintain this minimum balance.

On race, we will aim to continue to ensure that at least one member of the board will be from an ethnic/cultural minority background.

We will ensure that consideration is given to the combination of wide-ranging experience, race, age, sex, educational and professional background and other relevant personal attributes on the Board, as well as the skills and competencies required for the role, to provide the range of perspectives, insights and challenge needed to support good decision making.

We will identify suitable candidates for appointment to the Board on merit against objective criteria.

The Board will regularly review Board composition, succession planning, talent development and the broader aspects of diversity. It will review this Diversity Policy regularly and agree any revisions.

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