



Financial Reporting Council

FRC Board Diversity Policy

21 September
2023

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The FRC understands and values the benefits that diversity can bring to its Board. A diverse Board includes and make good use of differences in the skills, experience, background, race, gender and other characteristics of Directors as set out in the Equality Act. These skills and backgrounds collectively represented on the Board should reflect the diverse nature of the environment in which the FRC and its stakeholders operate and, improve its effectiveness through diversity of approach and thought.

Appointments to the FRC Board are made by the Secretary of State for the Department of Business and Trade (SoS) in accordance with the [HM Government Public Appointments Process](#).

The People Committee annually reviews the composition of the Board and considers the balance of competencies to ensure alignment to the FRC's purpose and strategic priorities; the environment in which it operates; the characteristics, perspectives, independence and diversity of Board members; and other factors relevant to its effectiveness. This review informs any recommendations to the SoS in respect of reappointments and the recruitment exercises.

Objectives

The Government has an ambition that, by 2022 half of all new appointees should be women and 14% of appointments should be made to those from ethnic minorities. The Government has also committed in its [2019 Diversity Action Plan](#) to encouraging applications from the widest range of backgrounds.

The Board fully supports the Government's Action Plan. To support transparency, the FRC also annually publishes its Gender Pay Gap report.

The Board places a high emphasis on ensuring the development of diversity in the senior management roles within the FRC and is a signatory to the Women in Finance Charter, partners with LGBT Great and Business in the Community (BiTC) and is Disability Confident accredited. The Board also places high emphasis on ensuring the development of diversity in the senior management roles within the FRC.

Monitoring and Reporting

The FRC collects diversity data from members of the Board to support the monitoring of this policy. This data is anonymous and provided voluntarily by members.

The People Committee will monitor progress towards the Governments' objectives. The Annual Report includes a report on diversity in the workforce and the gender pay gap.

The Board will review this policy annually.

Approved by the Board on the 21st September 2023.