

# Ethnicity Pay Gap Report 2023

At Tearfund, our aim is to create a culture of belonging where there is equity and where, irrespective of identity or background, there is equal access to opportunities. We commit to creating an environment where all staff feel valued, accepted and that they belong.

We believe that individuals of all ethnicities should be able to work in an environment that is inclusive, supportive and fair for all, and should be rewarded fairly and equally.

As part of this commitment, we share our ethnicity pay gap data. There is no legal requirement for ethnicity pay gap reporting. However, we recognise the value of transparency and of holding ourselves to account for our progress in diversifying our workforce.

We are pleased to report a decrease in our ethnicity pay gap this year.



Tayo Bankole-Bolawole  
Director of People and Culture



Nigel Harris  
Chief Executive Officer



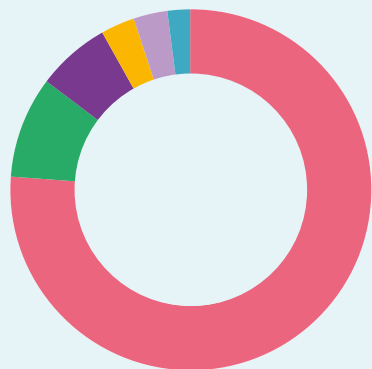
Anna Laszlo  
Chair of the Board

# Summary of results

Our ethnicity pay gap is calculated using hourly pay data for UK-based staff only (England, Scotland, Wales and Northern Ireland) who were employed on 5 April 2023. Based on these criteria, 442 individuals were included in the analysis. 75.11 per cent of these staff were White, 22.4 per cent were of another ethnicity, and 2.49 per cent of staff had not specified their ethnicity.

Based on April 2023 data, Tearfund's median ethnicity pay gap is 3.37 per cent. This is a decrease of 6.5 per cent when compared to 2022. Our mean ethnicity pay gap is 7.31 per cent. This is a decrease of 1.91 per cent from April 2022.

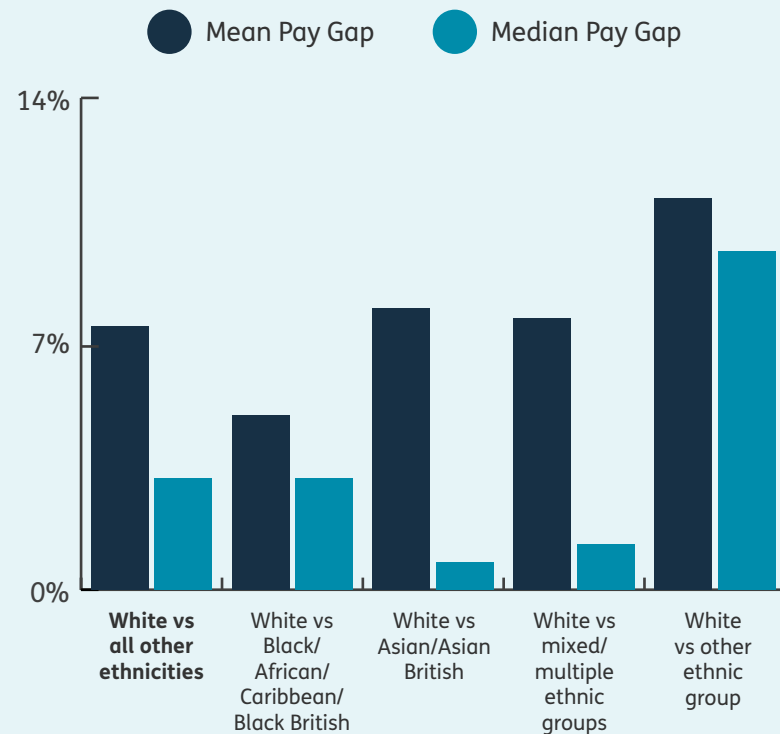
## Proportion of staff by ethnicity



- White: **75.11%**
- Black/African/Caribbean/Black British: **8.82%**
- Asian/Asian British: **6.34%**
- Mixed/multiple ethnic groups: **3.62%**
- Other ethnic group: **3.62%**
- Not disclosed/prefer not to say: **2.49%**

## Ethnicity Pay Gap 2023

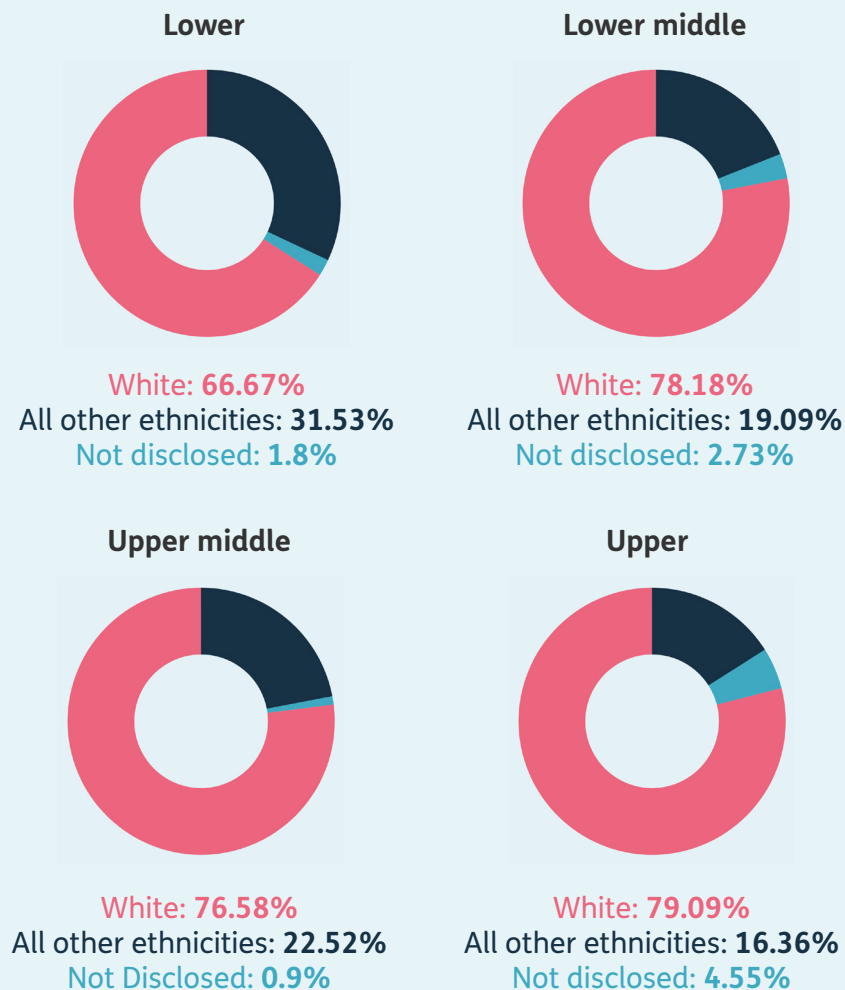
Our ethnicity pay gap varies when the data is broken down into different ethnic groups.



# What does the data show?

- Improvement in the overall representation of our staff who are from minority ethnic groups (in the UK) has contributed to more balanced representation across the organisation, and a smaller ethnicity pay gap.
- A high proportion of leavers from the organisation during the year to April 2023 were White. Meanwhile, recruitment of other ethnic groups (in particular Asian staff) seems to have increased, leading to an improvement in representation across all pay quartiles.
- Asian staff have seen the largest increase in their average hourly pay rate – driven by high recruitment in the upper two quartiles.
- Staff from minority ethnic groups (in the UK) continue to be overrepresented in the lower pay quartile compared to their representation at Tearfund overall. This suggests they are overrepresented in the most junior roles.
- Staff from minority ethnic groups (in the UK) continue to be underrepresented in the upper quartile (ie the most senior roles), but this has improved this year.

The proportion of staff in each pay quartile is as follows:



# Taking action to reduce our ethnicity pay gap

We acknowledge that we have more work to do to improve representation of staff from minority ethnic groups (in the UK) at all levels in Tearfund, and we are committed to reducing our ethnicity pay gap further.

Tearfund has also taken steps in recent years to increase the number of roles recruited outside of the UK, at all levels of the organisation. This wider diversity is not reflected in these UK ethnicity pay gap results.



## Recruitment

- An increase in recruitment of staff who are from minority ethnic groups (in the UK), particularly in higher level roles, has contributed to the reduction in our ethnicity pay gap this year. We will continue to monitor diversity against targets in this area.
- We continue to encourage the use of Positive Action where necessary and appropriate as part of the recruitment process. We also ensure our roles are shared on job boards and across networks that specifically target people from minority ethnic groups in the UK, to help improve the diversity of our talent pipeline.



## Equity, diversity and inclusion work

- Internally, our ongoing equity, diversity and inclusion work creates spaces for discussion to ensure staff understand the importance of addressing their bias in work practices.
- We also continue to improve our policies, processes and procedures to ensure they are inclusive. The People and Culture Board Committee holds the Executive Team to account for progress in this area.



# tearfund

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