

Ethnicity Pay Gap Report 2024

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.



Tayo Bankole-Bolawole
Director of People and Culture



Nigel Harris
Chief Executive



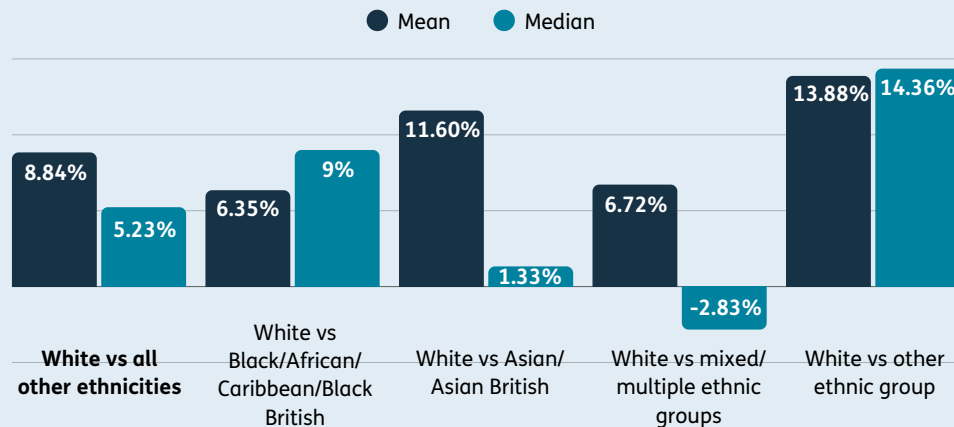
Anna Laszlo
Chair of the Board

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 2024. Based on these criteria, 352 individuals were included in the analysis. 74.72% of these staff were White, 22.16% were of another ethnicity, and 3.13% had not specified their ethnicity.

Based on April 2024 data, Tearfund's median ethnicity pay gap is 5.23%. This is an increase of 1.86% when compared to 2023. Our mean ethnicity pay gap is 8.84%. This is an increase of 1.53% from April 2023.

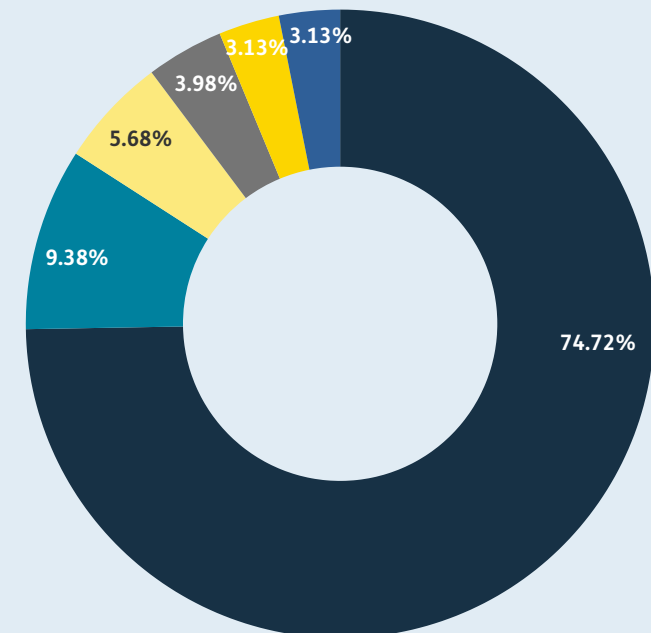
Ethnicity Pay Gap 2024



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

Proportion of staff by ethnicity

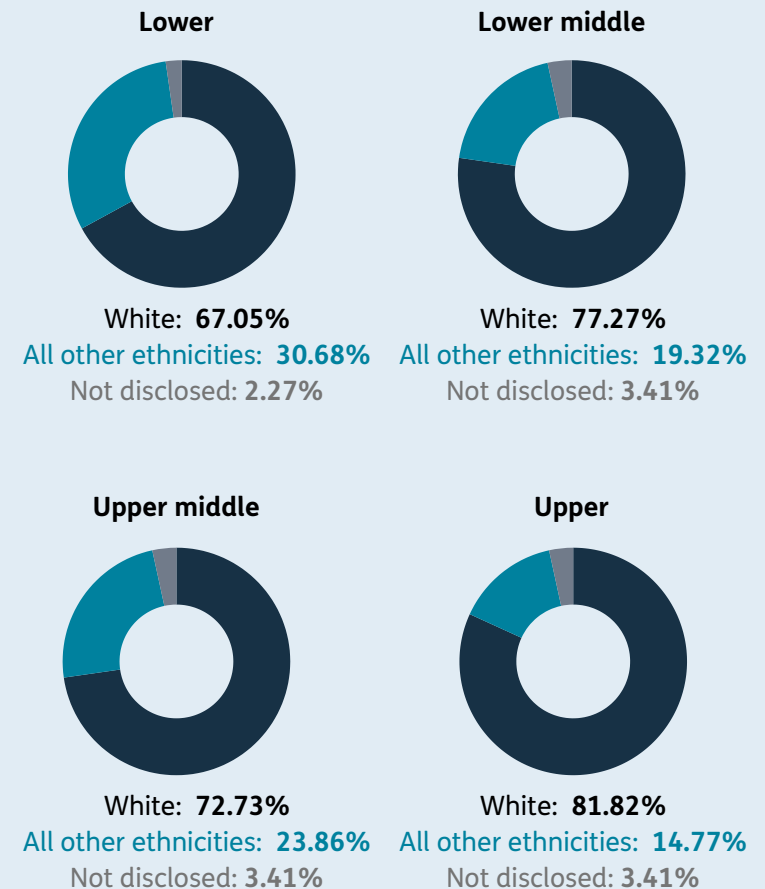
- White
- Black/African/Caribbean/Black British
- Asian/Asian British
- Mixed/Multiple ethnic groups
- Other ethnic group
- Not disclosed/prefer not to say



What does the data show

- Over 2023-24, the mean average hourly rate for White staff increased more than the average hourly rate for staff of other ethnicities.
- Analysis of the data shows that White staff were more likely to have received a larger increase due to salary changes such as a change of role or reevaluation.
- The Median Ethnicity Pay Gap has increased compared to last year (5.23% vs 3.37%), with the largest increase affecting Black staff. Changes in the representation of Black staff in the Lower Middle and Upper Middle Quartiles reflects this.
- Fluctuation in the median pay gap is expected, particularly when breaking down into small ethnic groups, due to the small size of the groups concerned. Individual changes can mean jumps in average hourly rate.

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



Taking action to reduce our ethnicity pay gap



- The reduced recruitment levels in 2023-24 limited our opportunities to increase staff diversity. However, we continue to monitor diversity against our targets.
- Continue to ensure we improve the diversity of our talent pipeline by sharing our roles on job boards and across other networks that specifically target people from minority ethnic groups in the UK.
- We ensure that our job adverts encourage people from minority ethnic groups in the UK to apply.
- Ensure the launch of our Employer Value Proposition aims to attract applications from ethnic minority candidates for roles at Tearfund.
- We continue to encourage hiring managers to use [Positive Action](#) where needed as part of the recruitment process.
- Our Equity, Diversity, and Inclusion work, such as our weekly conversation on anti-racism - 'The Table', continues to create safe spaces to ensure staff understand and discuss the importance of addressing their bias in work practices.
- The People and Culture Board Committee continue to hold the Executive Team to account for progress in this area.
- Tearfund is a global organisation, and roles at all levels are based in our six global regions. This, while not reflected in our UK Ethnicity Pay Gap data, highlights the rich ethnic and cultural diversity of Tearfund's staffbase.



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