

# Ethnicity Pay Gap Report 2022

At Tearfund, we believe that every person is created in the image of God. 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 are sharing our ethnicity pay gap data for the first time this year. There is no legal requirement for ethnicity pay gap reporting. However, we recognise the value of transparency as we take steps to create an inclusive and diverse UK workforce.



Karen Brown  
Director of People and Talent



Nigel Harris  
Chief Executive Officer



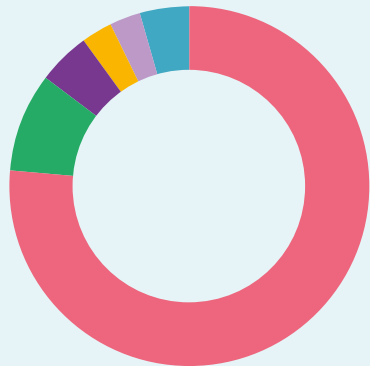
Anna Laszlo  
Chair of the Board

# 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 2022. Based on this criteria, 429 individuals were included in the analysis. 76.9 per cent of these staff were white, 18.9 per cent were of another ethnicity and 4.2 per cent of staff had not specified their ethnicity.

Based on April 2022 data, Tearfund's median ethnicity pay gap is 9.22 per cent. Our mean ethnicity pay gap is 9.88 per cent.

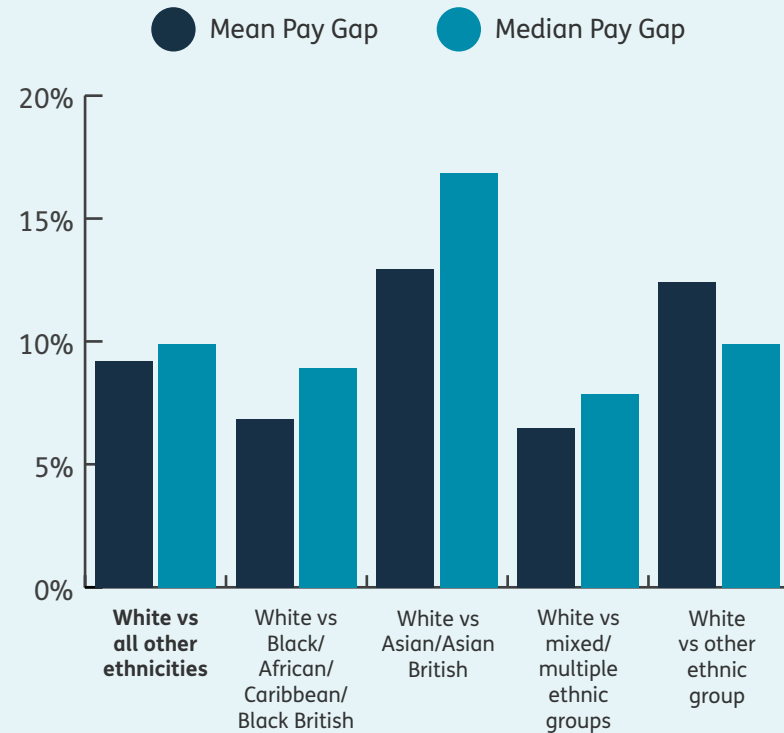
## Proportion of staff by ethnicity



- White: 76.92%
- Black/African/Caribbean/Black British: 8.39%
- Asian/Asian British: 4.66%
- Mixed/multiple ethnic groups: 2.8%
- Other ethnic group: 3.03%
- Not disclosed/prefer not to say: 4.2%

## Ethnicity Pay Gap 2022

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

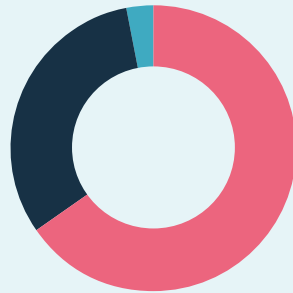


Tearfund's largest ethnicity pay gap is between White staff and Asian/Asian British staff.

# Summary of Results (continued)

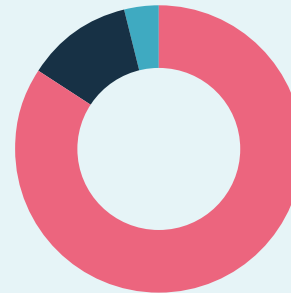
The proportion of staff in each pay quartile is as follows:

Lower



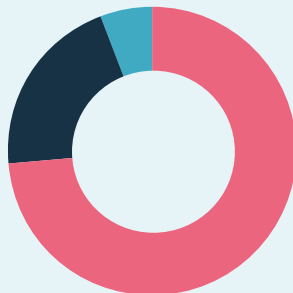
White: 65.42%  
All other ethnicities: 31.78%  
Not disclosed: 2.8%

Lower middle



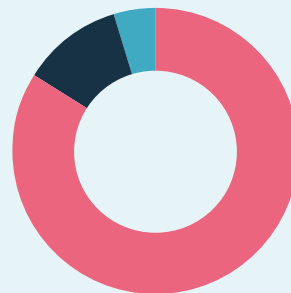
White: 84.26%  
All other ethnicities: 12.04%  
Not disclosed: 3.7%

Upper middle



White: 73.83%  
All other ethnicities: 20.56%  
Not Disclosed: 5.61%

Upper



White: 84.11%  
All other ethnicities: 11.21%  
Not disclosed: 4.67%

In the UK, 19 per cent of staff are from minority ethnic groups, but in the lower pay quartile, 32 per cent of staff are in minority ethnic groups. This shows that staff in minority ethnic groups are overrepresented in the most junior roles in the organisation.

In the UK, 77 per cent of staff are white, but in the upper pay quartile, 84 per cent of staff are white. This shows that white staff are overrepresented in the most senior roles in the organisation.

# 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 at all levels in Tearfund. We will be working to understand the causes of the gap in more detail in the coming year and we are committed to reducing our ethnicity pay gap.

Tearfund has also taken steps in recent years to increase the number of roles recruited outside of the UK; this wider diversity is not reflected in these UK ethnicity pay gap results.



## Monitoring

We will continue to monitor ethnicity pay data and report on progress to senior management (and more widely) to ensure that appropriate action is taken to reduce the ethnicity pay gap.



## Recruitment

We are exploring interventions linked to our recruitment processes to help us recruit more people from minority ethnic groups into senior leadership positions. These include, but are not limited to, the use of positive action; reviewing where and how we advertise; ensuring we have ethnically diverse recruitment panels; and ensuring we have diverse shortlists for senior roles.



## Benchmarking

When setting salaries, Tearfund operates within our Pay Policy. A job evaluation process is used to determine the level and grading of our roles, benchmarking with roles internally and externally. This means our salaries are set fairly based on job descriptions. Our salaries are also 'market-driven', meaning we try to ensure that they are benchmarked to equivalent roles in peer organisations.

# Our Commitment

At Tearfund, we remain committed to:



## Staying curious

Continuing to question assumptions and root causes of the ethnicity pay gap.



## Learning from others

Actively listening and identifying best practice within our own organisation and our sector.



## Being courageous

Trialling new approaches and gathering feedback.

**tearfund.org**

Tearfund, 100 Church Road, Teddington, TW11 8QE United Kingdom

☎ +44 (0)20 3906 3906 ✉ info@tearfund.org 🌐 @ /Tearfund

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