

Our Commitment to Equality, diversity and inclusion

Our Values



We will act with integrity.

We will value and respect differences.

We will work collaboratively across Transparency International, our global Movement and with partners.

We will have the courage to demand better of ourselves and others.

At the heart of TI-UK is **valuing and respecting differences**.

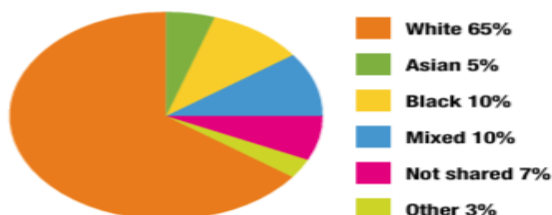
Equality, diversity and inclusion have a quality and value that directly enhances our research, engagement and advocacy. This is reflected in an inclusive workplace where every colleague is respected and encouraged to perform to their full potential, free from harassment or discrimination and where open communication promotes trust and ensure everyone is heard and listened to.

This is reflected in our systems and processes through:

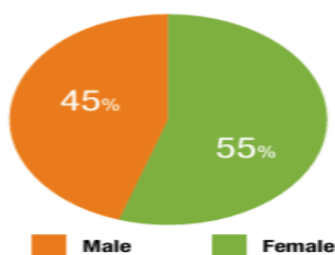
- Leadership commitment to equality, diversity and inclusion
- Competency based recruitment and promotion
- Annual appraisal system with personal development plans and quarterly check-in's to review progress
- Regular Listen into Action employee surveys
- Safeguarding and Whistleblowing policies, training and transparent reporting
- Speak Up Culture fostered with Champions across grades and teams in place for guidance and sign-posting
- Values & Behaviours Framework for all colleagues and specific to managers
- Race at Work Charter Member to ensure we continue to learn insights and challenge ourselves to further develop as an anti-racist organisation that is open to all.

Our Team 2024-25

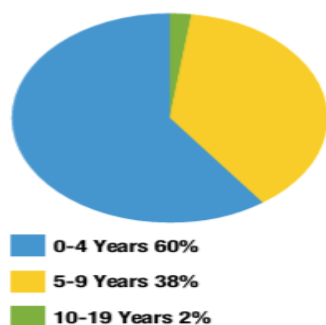
Ethnicity (Headcount 40)



Gender (Headcount 40)



Length of Service (Headcount 40)



We are a proud signatory of the **Business in the Community Race at Work Charter**. After joining in 2021 we drew up an action list to provide transparency and a shared commitment to develop and evolve into being an anti-racist organisation.

Key progress to date includes:

- Appointing an **Executive Sponsor for Race** and ensuring support for key actions across the Senior Leadership Team and the Board.
- Drawing upon **NGO resources** through BOND that explore use of language and building inclusive workspaces.
- Capturing **ethnicity data** and publicising progress replacing gender and ethnicity pay gap data that does not work for our size with **salary progression data** that showed remuneration policies were being applied fairly based on gender and ethnicity.
- Our **anti-bullying and harassment** and **whistleblowing policies** were reviewed and include references to racism and retaliation.
- Encouraging colleagues to have an **annual objective linked to our values** and for SLT members to focus on a diversity and inclusion objective.
- As part of taking action to support **ethnic minority career progression** we introduced the Be Applied recruitment platform that seeks to remove unconscious biases from the recruitment shortlisting process. Senior colleagues and board members are also available to provide mentoring and support to those who would welcome this.