

## 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**.

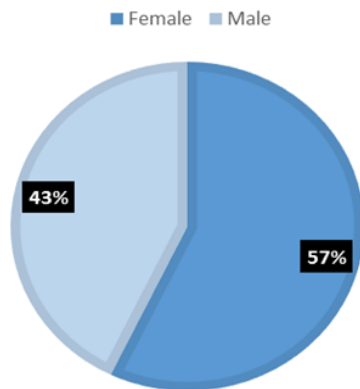
**Equality, diversity and inclusion have a quality and value that directly enhances our research, engagement and advocacy.** This is reflected in an inclusive workplace where every colleague is respected and encouraged to perform to their full potential, free from harassment or discrimination and where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

This is reflected in our systems and processes through:

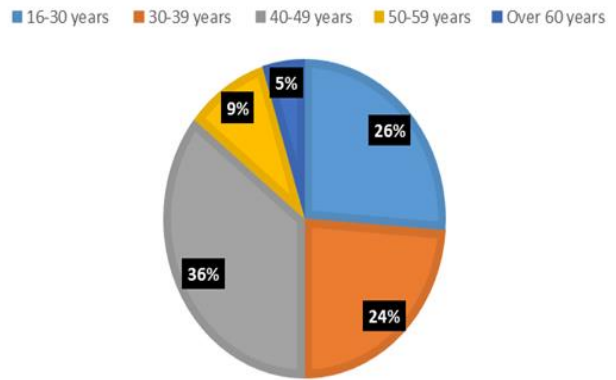
- Leadership commitment to equality, diversity and inclusion
- Competency based recruitment and promotion
- Annual appraisal system with personal development plans
- Regular Listen into Action employee surveys
- Safeguarding and Whistleblowing policies, training and transparent reporting
- Race at Work Charter Member and action plan for improvements/ Anti-racism forum

Our Team (June 2023)

**GENDER (HEADCOUNT:42)**

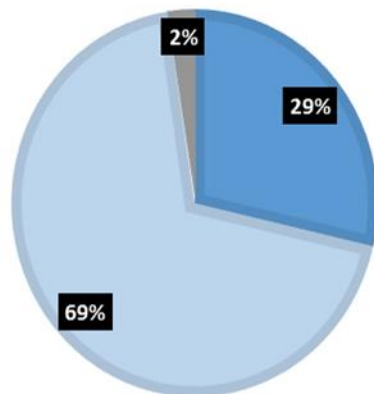


**DISTRIBUTION OF AGES (HEADCOUNT:42)**



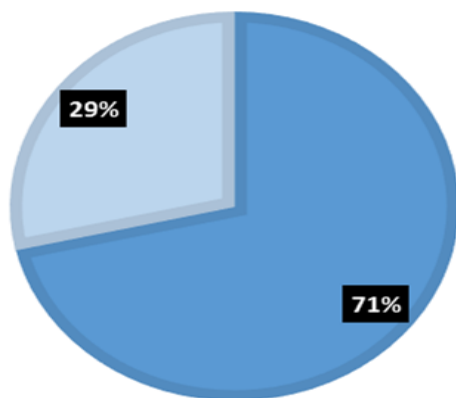
**ETHNICITY (HEADCOUNT:42)**

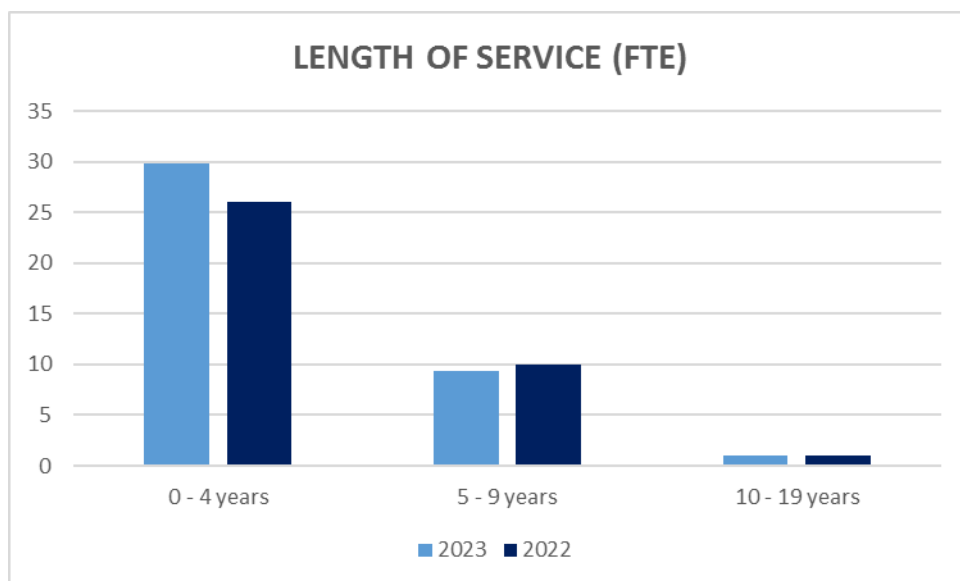
■ All Other Ethnic Groups Combined ■ White Ethnic Groups ■ Prefer not to say



**NATIONALITY (HEADCOUNT: 42)**

■ British ■ Non-British/ Dual





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.
- Setting up an **anti-racist forum** to allow discussion between colleagues of key topics and to share resources.
- 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.
- 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.

Through our membership of the Race at Work Charter we shall continue to learn from best practice and to challenge ourselves to further develop as an anti-racist organisation that is open to all.