

Our Disability pay gap for 2022



Tim Bailey

Tim Bailey
CEO, Zurich UK

“We publish our disability pay gap as part of our commitment to transparency and supporting employees with physical impairments, mental health conditions and learning differences. It’s particularly encouraging to see more employees feel confident to share this information with us”

15.2%

Mean
pay gap in average
hourly pay

4.6

Percentage point
decrease from
2021

6.1%

of our people
self-declare a
disability

This year we have seen an increase in employees sharing their disability status for the first time (78.4% vs 72.9% in 2021), as well as an increase in new joiners self-declaring a disability. This increased declaration has helped to drive an improvement in our mean pay gap.

Improving our pay gap is dependent on three core factors; employees feeling safe to openly complete their declaration information; employees actually doing so; and ensuring that opportunities for promotion are open and equal to everyone. We are continuing to work on each of these, and where needed, we will adapt our approach to remove any barriers, so that skills are at the heart of people’s progression.

We are working to support our employees and customers through a series of initiatives:

- We have just signed a three-year membership with GAIN aimed at supporting neurodivergent individuals in the workplace
- We continue to achieve Disability Confident leader status (the highest possible accreditation level).
- We have renewed our commitment with The Valuable 500 to ensure disability remains on our leadership agenda
- We have a reasonable adjustments process in place and provides manager training in disability confidence.
- We continue to monitor our websites for accessibility requirements and use this insight to improve the experience for all users.
- Signlive is available to our customers who request to communicate with us via British sign language (free of charge).
- New products are reviewed to identify potential challenges for customers with disabilities.
- Our employee network – the Accessibility and Inclusion Network (AIN) – is now in its 7th year and has seen an increase in membership to 130 members. It was set up to promote the inclusion of employees with disabilities and mental health challenges across the UK and to better understand their needs.
- We empower our people to work where, when and how they choose to optimise productivity and wellbeing. All vacancies are available as part-time or job-share roles.
- All job applicants who declare a disability and meet the minimum criteria are guaranteed an interview for any vacancy.



Read more
about our
commitment
to diversity
and inclusion

A note on equal pay...

A pay gap isn’t the same as equal pay. Equal pay is ensuring people doing the same job are paid the same. Pay gaps arise when one group of people are employed in higher paid roles than another group. We undertake Equal Pay analysis which confirms that we do pay equally.

