

Our Ethnicity pay gap for 2022



Tim Bailey

Tim Bailey
CEO, Zurich UK

“Since publishing our ethnicity pay gap for the first time in 2020, we have implemented a comprehensive action plan to address both the pay gap and representation. We still have a long way to go but we are starting to see progress, particularly in our pay gap, driven by internal promotions and recruitment.”

7.1%
Mean
pay gap in average
hourly pay

3.1
Percentage point
Improvement from
2021

7%*
of our people
self-declare as an
ethnic minority



Our data shows that we have more work to do to appoint more diverse candidates to our business at both junior and senior levels and to better support them in their careers. We have taken a number of steps in line with our Ethnicity Action Plan which has contributed to an improvement within our ethnicity pay gap, some of the actions taken are outlined below.

Actions for 2022

- Goal of 10% ethnic minority representation by end of 2023 to be delivered through action plans in every business area.
- CEO commitment and involvement with the Race Action Through Leadership board.
- Partnering with organisations who have networks of diverse talent (e.g. BYP Network and Bright Network) to market our 2022 apprentice and graduate schemes as well as standard vacancies.
- Training for hiring managers on recruitment to ensure use of best practice attraction, assessment and selection techniques.
- Dashboard to enable real-time tracking of proportion of ethnic minority candidates applying for roles.
- New panel of headhunters who have been selected for their focus on diversity.
- Hiring managers asked to utilise diverse interview panels.
- 4 internships given to ethnic minority talent via the 10,000 Black Interns scheme.
- Partnering with BBBA talent accelerator to assist the development and progression of ethnic minority talent.
- Review of our Zurich Community Trust charitable activity to ensure that charities supporting Black and ethnic minority communities are represented.

These actions have been facilitated by discussions with our Cultural Awareness Network (CAN) and the accountability for delivery lies with our D&I Council, chaired by Zurich UK's CEO, Tim Bailey.

* At 18 Aug 2022

BRIGHT
NETWORK



Read more
about our
commitment
to diversity
and inclusion

