

## ETHNICITY PAY GAP REPORT – 05 April 2025

### Background

IRC UK is committed to fostering workplace diversity, equality, and inclusion. One of the ways we do this is by taking part in Ethnicity Pay Gap (EPG) reporting.

EPG reporting is not mandatory in the UK for organisations with fewer than 250 employees. IRC UK’s decision to publish EPG data demonstrates our commitment to transparency, and directly supports the objectives set out in our [UK GEDI strategy](#) (please note: an updated GEDI strategy 2026-2028 will be published soon on IRC UK’s external website).

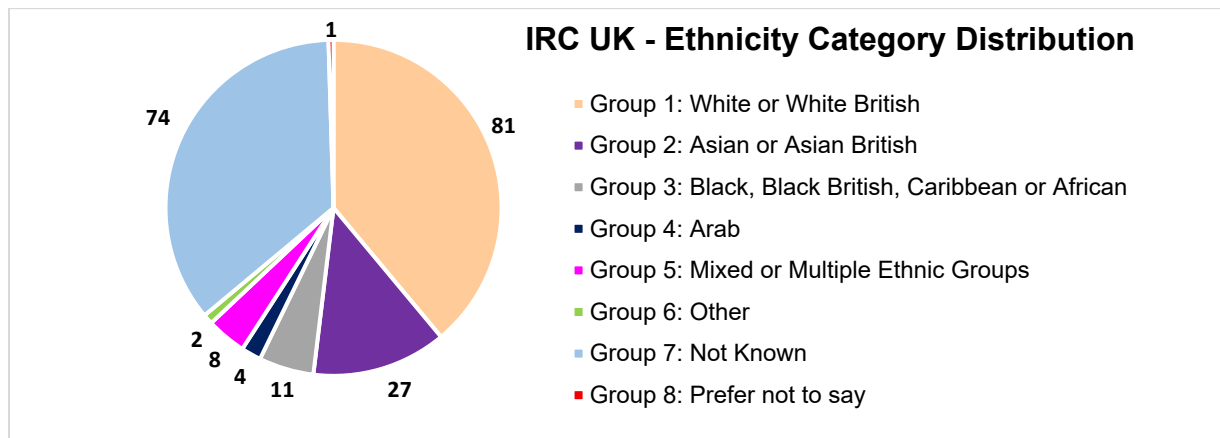
EPG calculations rely on ethnicity data that is voluntarily self-declared by employees, comparing the average hourly pay of employees from ethnic minority backgrounds with that of employees from a White ethnic background.

### Findings

#### Declaration Rate

This ethnicity pay gap report is for the **snapshot date of 5 April 2025**. IRC UK had 217 employees; this analysis focusses on the **208 employees who were ‘full pay relevant’**, of which **133 disclosed their ethnicity**. This resulted in a **63.9% declaration rate**. Using the declarations, ethnicities were categorised into 8 groups as follows:

Group No	Ethnic Background	No of Staff	% of Staff
Group 1	White or White British	81	38.94%
Group 2	Asian or Asian British	27	12.98%
Group 3	Black, Black British, Caribbean or African	11	5.28%
Group 4	Arab	4	1.92%
Group 5	Mixed or Multiple Ethnic Groups	8	3.84%
Group 6	Other	2	0.96%
Group 7	Not Known	74	35.57%
Group 8	Prefer not to say	1	0.48%

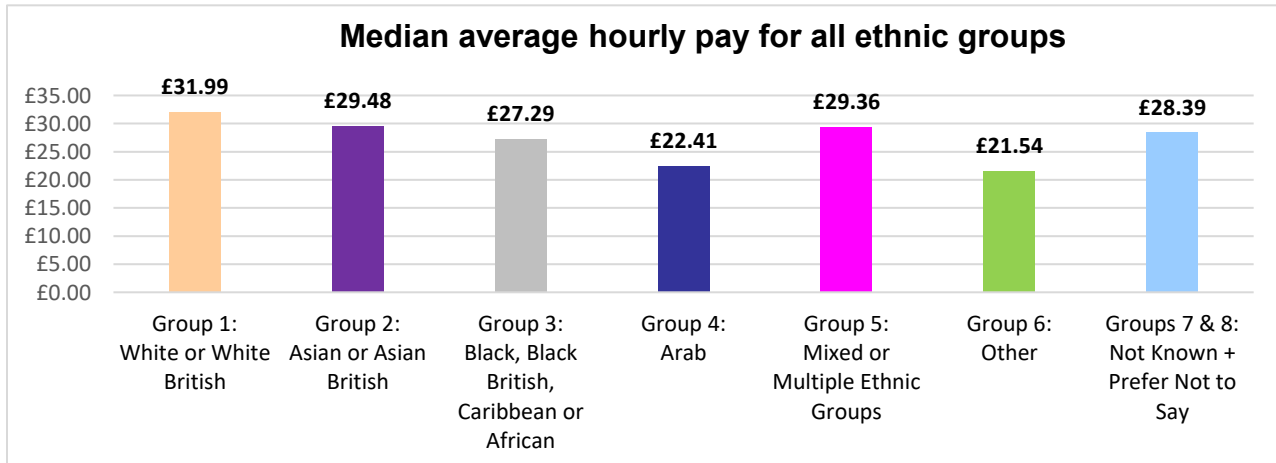
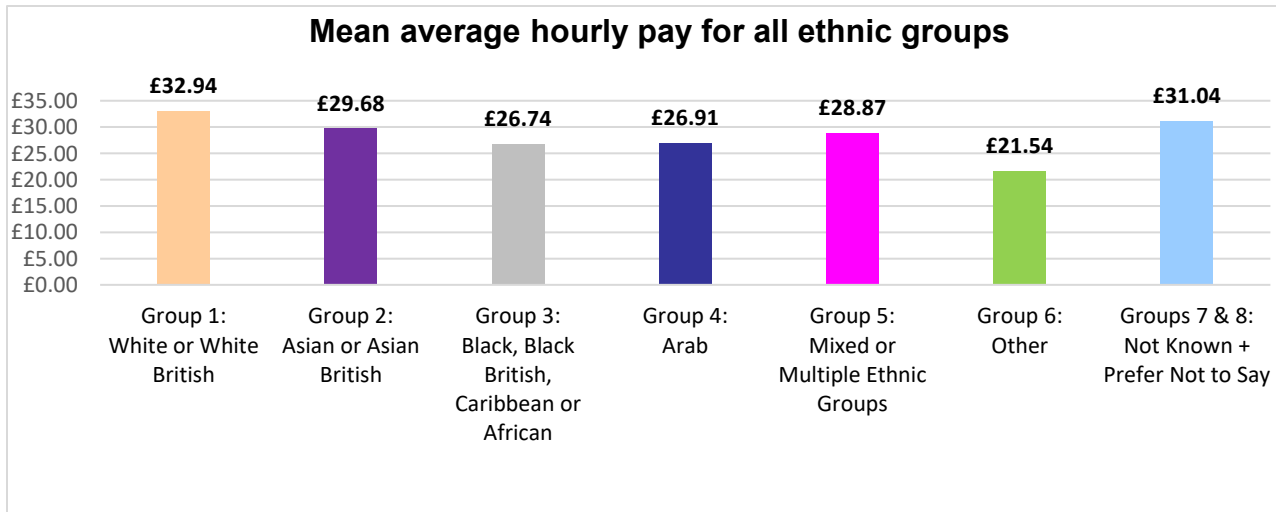


**Workforce**

The largest pool of employees come from group 1 (White or White British) at 38.94%, where both mean and median average hourly pay is the highest amongst this group.

The lowest average hourly pay comes from the smallest reportable pool in group 6 (Other).

Ethnic Background	No of Staff	% of Staff	Mean Hourly Pay £	Median Hourly Pay £
Group 1: White or White British	81	38.94%	£32.94	£31.99
Group 2: Asian or Asian British	27	12.98%	£29.68	£29.48
Group 3: Black, Black British, Caribbean or African	11	5.28%	£26.74	£27.29
Group 4: Arab	4	1.92%	£26.91	£22.41
Group 5: Mixed or Multiple Ethnic Groups	8	3.84%	£28.87	£29.36
Group 6: Other	2	0.96%	£21.54	£21.54
Groups 7 & 8: Not Known + Prefer Not to Say	75	36.05%	£31.04	£28.39



**Pay quartiles**

Pay quartile analysis indicates where differences in pay arise across the pay structure. The table below shows the ethnicity split for the 208 relevant pay employees in four pay quartiles: upper, upper middle, lower middle and lower, as a percentage.

Each quartile contains exactly 52 staff, 25% of 208 employees. Aside from those in the 'Not Known' category, 'White or White British' employees hold the highest percentage amongst all pay quartiles.

The overall highest average hourly pay for both mean and median calculations, per quartile, have been indicated in **green**, and the lowest in **red**.

Ethnic Background	Quartile 1				Quartile 2			
	Upper (52 count)				Upper Middle (52 count)			
	No of staff	% of staff	Mean Average Hourly Pay	Median Average Hourly Pay	No of staff	% of staff	Mean Average Hourly Pay	Median Average Hourly Pay
Group 1	25	12.02%	£42.75	£39.48	25	12.02%	£32.45	£32.30
Group 2	4	1.92%	£43.20	£41.66	9	4.33%	£31.86	£31.25
Group 3	0	0.00%	£0.00	£0.00	3	1.44%	£33.37	£32.85
Group 4	1	0.48%	£45.89	£45.89	0	0.00%	£0.00	£0.00
Group 5	0	0.00%	£0.00	£0.00	4	1.92%	£31.32	£31.31
Group 6	0	0.00%	£0.00	£0.00	0	0.00%	£0.00	£0.00
Group 7	21	10.10%	£42.37	£40.88	11	5.29%	£32.77	£32.85
Group 8	1	0.48%	£47.37	£47.37	0	0.00%	£0.00	£0.00

Ethnic Background	Quartile 3				Quartile 4			
	Lower Middle (52 count)				Lower (52 count)			
	No of staff	% of staff	Mean Average Hourly Pay	Median Average Hourly Pay	No of staff	% of staff	Mean Average Hourly Pay	Median Average Hourly Pay
Group 1	18	8.65%	£27.70	£28.07	13	6.25%	£22.30	£22.79
Group 2	5	2.40%	£28.32	£28.46	9	4.33%	£22.23	£21.98
Group 3	4	1.92%	£27.55	£27.61	4	1.92%	£20.97	£19.89
Group 4	1	0.48%	£26.29	£26.29	2	0.96%	£17.74	£17.74
Group 5	2	0.96%	£28.55	£28.55	2	0.96%	£24.29	£24.29
Group 6	1	0.48%	£25.87	£25.87	1	0.48%	£17.21	£17.21
Group 7	21	10.10%	£27.37	£27.45	21	10.10%	£21.69	£22.38
Group 8	0	0.00%	£0.00	£0.00	0	0.00%	£0.00	£0.00

## **Mean and Median EPG**

The **mean** calculation shows the average earnings taking account of the earnings of all employees at IRC UK on the snapshot date. The results can be affected by the highest earners. The **median** calculation shows the average middle earner at IRC UK on the snapshot date and is less likely to be skewed by a few high earners as it is more representative of a typical employee.

All reportable ethnicities (groups 2 – 6) are compared with White or White British (group 1) employees. The table below highlights the mean and median average pay gap for IRC UK.

<b>Ethnic Background</b>	<b>Mean Average Hourly Pay (£)</b>	<b>% Pay Gap</b>	<b>Median Average Hourly Pay (£)</b>	<b>% Pay Gap</b>
<b>Group 1</b>	<b>£32.94</b>		<b>£31.99</b>	
<b>Groups 2 - 6</b>	<b>£31.17</b>	<b>5.37%</b>	<b>£30.01</b>	<b>6.18%</b>

Positive pay gap results indicate White employees are paid more than non-White employees. The mean ethnicity pay gap on the snapshot date was 5.37% and the median pay gap was 6.18%.

Compared with the previous year, the mean average pay gap in 2025 has decreased by 8.43% (13.8% in 2024), similarly the median pay gap has fallen by 9.62% (15.8% in 2024).

It's important to recognise that, when relying on voluntary disclosure, the baseline will inherently vary. Despite the results indicating a fall in the pay gap for 2025, there is a difference of 12 employees in the overall headcount (from 229 to 208) as well as a 10% fall in self-declaration rates (74% to 64%). In addition to this, with a significant proportion of employees (36.05%) not reporting their ethnicity (groups 7 and 8), conducting a consistent and reliable year-on-year comparison becomes increasingly challenging.

## **Addressing IRC UK's ethnicity pay differences**

Narrowing and closing the EPG requires a long-term commitment. IRC UK continues to make investments in initiatives that address these differences and remove barriers to opportunity and progression for all our employees.

To address IRC UK's ethnicity pay difference, IRC UK is committed to:

- Continue investing in work placements for people with lived experience of conflict and displacement, and ensuring job postings reach our refugee clients in the UK for example by circulating job adverts to the Refugee Employability Network (REN) and attending REN jobs fairs.
- Creating, where possible, work placements for people with lived experience of conflict and displacement within our UK programmes teams.
- When working with recruitment agencies, ensuring they commit to sourcing from a diverse pool of candidates.

- Reviewing our induction and onboarding processes to support staff to voluntarily provide their ethnicity data.
- Working with only those learning and development providers who are fully committed to inclusion and diversity and demonstrate that commitment through their materials and approach.
- Ensuring our Board of Trustees maintains one-third representation of people of colour, as set out in the 2026-2028 Board GEDI Plan. (While Trustee positions are not remunerated, and thus not directly relevant to the EPG reporting, this helps set the tone from the top in terms of diverse recruitment and induction.)
- Monitoring and improving Senior Management Team diversity, including ethnic diversity, as set out in the 2026-2028 IRC UK GEDI strategy.