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| |  | | --- | | **RNIB Group gender pay report April 2022** | |  |

# Introduction

RNIB is working towards a world where there are no barriers to people with sight loss. As part of our values, we aim to be inclusive; gender reporting can help us see how we are progressing with this.

RNIB is composed of the RNIB Group, as it is the only RNIB entity to employ more than 250 staff, so is legally required to report its gender pay gap. The pay gap is the average difference in earnings between male and female employees. This should not be confused with equal pay, which deals with the pay differences between male and female employees carrying out the same role, or work of equal value.

In previous RNIB Gender Pay Reports, we have also reported on the RNIB

Charity. However, since the 2020 report, the RNIB Charity has fallen below 250 employees, and as such, no longer legally requires a gender pay report to be published and produced.

RNIB does not pay bonuses, so we do not report on them.

# Gender pay gap figures

## RNIB Group

In the below information, the mean pay gap is the difference between the average hourly earnings of all male and female employees. The median pay gap is the difference between the midpoint ranges of earnings of all male and female employees.

The Government requires both the mean and median pay gaps to be reported. The median pay gap usually gives a better representation of the experience of the ‘typical’ employee but does not necessarily reflect the pay of the top earning employees. There are fewer women in the higher-paying roles, and the mean pay gap is better able to reflect this and is often why the mean pay gap is higher than the median.

* The mean gender pay gap is 7.53 per cent.
* The median gender pay gap is 3.60 per cent.

The following table shows the percentage of male and female employees in each quartile of the RNIB Group pay range. This table has five rows and four row columns. The first row consists of headings.

|  |  |  |  |
| --- | --- | --- | --- |
| **Band** | **Male** | **Female** | **Description** |
| A | 34.95 per cent | 65.05 per cent | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 29.47 per cent | 70.53 per cent | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 35.89 per cent | 64.11 per cent | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 41.46 per cent | 58.54 per cent | Includes all employees whose standard hourly rate places them above the upper quartile |

The proportion of females and males in the pay quartiles are calculated by splitting the workforce into four equal-sized bands based on hourly pay. The percentage of females and males is calculated for each band.

The RNIB Group’s composition of full-pay relevant employees as of this snapshot was 35.45 per cent male, and 64.55 per cent female.

To help put this in the perspective, the chart below expresses this as the number of employees in each quartile. The first row consists of headings.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Band** | **Male** | **Female** | **Total** | **Description** |
| A | 101 | 188 | 289 | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 84 | 201 | 285 | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 103 | 184 | 287 | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 119 | 168 | 287 | Includes all employees whose standard hourly rate places them above the upper quartile |

The total number of staff was divisible by four, however, due to overlapping salaries between bands A & B, a ratio of male to female was calculated and applied to ensure figures were not skewed.

# Our gender pay gap has decreased from last year

The mean and the median gender pay gap have reduced from 2021 to 2022, for the RNIB group.

For the RNIB Group, the number of male employees in the two lowest quarters increased. In band A the increase was from 29.24 per cent to 34.95 per cent and in band B from 28.99 per cent to 29.47 per cent.

The two highest quarters saw an increase in the number of female employees with Band C increasing from 63.41 per cent to 64.11 per cent and band D increasing from 55.80 per cent to 58.54 per cent.

RNIB has been working towards an anonymised job application process which means that hiring managers will be unaware of which candidates are male or female. Salaries are clearly stated on all job adverts, so these are set long before the candidate is offered a role.

RNIB has also implemented a menopause policy, which seeks to benefit the welfare of employees, workers and volunteers experiencing the menopause by helping to improve discussion, openness, and transparency.

RNIB's minimum rate of pay is the UK Living Wage Foundation rate.

RNIB has launched some Diversity & Inclusion e-training & has set up some staff networks, including a women’s network.

Since the last report, RNIB has invested in diversity & inclusion by increasing the size of the Diversity & Inclusion team.

# What we are doing to address the gender pay gap

RNIB aims to be recognised as a good employer that attracts and retains the best people possible, who can achieve their highest potential at work. We aim to be inclusive in everything we do, ensure accessibility is at the heart of what we do, and we value diversity. We have an open and high trust culture with opportunities to develop and thrive, collaborate with a purpose, make an impact, and be recognised for doing so.

Work is continuing to further develop our recruitment procedures, including a process for recruiting right the first time. Included will be the exploration of issues around gender-biased language, improved job descriptions and attracting a diverse range of candidates to the organisation.

RNIB intends to introduce flexible working from day one of employment for all new recruits, to help those with caring responsibilities and also to enable working families to remain employed in roles that reflect their skills.

RNIB will be continuing to review and update its Flexible Working Policy.

# A note on sex and gender

Though this report is termed as a gender pay report, it is based on the binary definition of sex, which is assigned at birth as either male or female, rather than gender which is largely culturally determined. The regulations around Gender Pay Reporting require us to categorise employees as male or female, as stated on their legal documentation e.g., passport.

The document ends.