

# RNIB Group and RNIB Charity gender pay report, April 17

## 1. Introduction

RNIB Group and RNIB Charity are required by law to publish an annual gender pay gap report, based upon a snapshot date of 5 April annually. This is the report for the snapshot date of 5 April 2017.

The figures set out in this report in have been calculated using the standard format required by legislation – the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## 2. Gender pay gap headline figures

### 2.1 RNIB Group

The mean gender pay gap is 11.5%.

The median gender pay gap is 11.8%.

No bonus payments are made to RNIB Group employees.

#### 2.11 Pay quartiles by gender

The following table shows the percentage of male and female employees in each quartile of the RNIB Group pay range. This table has 5 rows and 4 columns.

Band	Male	Female	Description
A	35.3%	64.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	32.2%	67.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	33.9%	66.1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

D	34.0%	66.0%	Includes all employees whose standard hourly rate places them above the upper quartile
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## 2.2 RNIB Charity

The mean gender pay gap is 10.3%.

The median gender pay gap is 0%.

The mean gender bonus gap is 4.8%.

The median gender bonus gap is 18.9%.

The proportion of male employees in RNIB Charity receiving a bonus is 2.7% and the proportion of female employees receiving a bonus is 1.6%.

### 2.21 Pay quartiles by gender

The following table shows the percentage of male and female employees in each quartile of the RNIB Charity pay range. This table has 5 rows and 4 columns.

Band	Male	Female	Description
A	20.0%	80.0%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	31.0%	69.0%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	24.5%	75.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	25.2%	74.8%	Includes all employees whose standard hourly rate places them above the upper quartile

## 3. Underlying causes of the gender pay gap

The RNIB Group of Charities is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex,

race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

The Group has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- evaluate job roles within a specified grading framework to ensure a fair structure;
- review pay grades and salary ranges at regular intervals;
- carry out pay audits at regular intervals and
- provide specialist advice on equal pay to managers and other staff members who are involved in pay reviews.

The RNIB Group is therefore confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles, while women are more likely than men to be in front-line roles at the lower end of the organisation. This pattern is reflected in the make-up RNIB Group and RNIB Charity workforces, where 80 and 77 per cent of support grade roles in RNIB Group and RNIB Charity respectively are held by women, whilst 50 and 54 per cent of RNIB Group and RNIB Charity senior manager roles are held by men. This is in the context of overall employee profiles of 34 per cent men in RNIB Group and 25 per cent men in RNIB Charity.

In addition, across the UK, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Within RNIB Group, 92 per cent of all employees within the IT function are male.

Women are also more likely than men to work part time and many jobs that are available across the UK on a part-time basis are relatively low paid. 83 per cent of part time employees in RNIB Group and 86 per cent in RNIB Charity are women.

## **4. Comparison with other organisations**

RNIB Group and Charity's pay gap compares favourably with that of other organisations, including those within our sector.

The mean gender pay gap for the whole economy is 17.5%, according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures. RNIB Group and RNIB Charity are able to report a positive position, with mean gender pay gap figures of 11.5% in RNIB Group and 10.3% in RNIB Charity, which are significantly lower than for the whole economy.

The median gender pay gap for the whole economy is 19.2%, according to the November 2016 ONS ASHE figures. Again, RNIB Group and RNIB Charity are able to report a positive position, with median gender pay gap figures of 11.8% in RNIB Group and 0% in RNIB Charity, which are also significantly lower than for the whole economy.

The RNIB Charity bonus gap figures should be seen in the context of the small number of roles that attract a performance bonus and the small sums paid (a median figure of £1,248). This reflects our current policy of offering limited, role based, opportunity for bonus for exceptional, market related reasons only.

## **5. Measures to address the gender pay gap**

Whilst RNIB Group and RNIB Charity's gender pay gap compares favourably with that of organisations both within the charity sector and across the whole UK economy, a number of measures can be taken to further reduce the gap.

The RNIB Group and RNIB Charity have an established flexible working policy and support a variety of working arrangements and have generous maternity and paid parental leave arrangements.

Pay scales across RNIB Group and RNIB Charity are published to employees and gender pay auditing cost of living and performance related payments is a regular part of the annual pay cycle.

A current project to implement a new, integrated HR and payroll system will improve reporting and people analytics in the coming year, enabling

potential gender imbalances to be identified and addressed as appropriate, for example:

- regular reports on salary changes and new starter salaries to review salary offers of both male and female employees.
- evaluation of the number of female and male employees using the shared parental leave offering and how many are returning to work afterwards.
- review of the difference between the number of males and females obtaining promotion opportunities.

## **6. Declaration**

I, Corinne Mills, Corporate Services Director, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'C Mills', written in a cursive style.

Date

28 July 2017