

# RNIB Group Gender Pay Report April 2023

**R N I B**

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See differently



## Foreword from our Chief Executive, Matt Stringer



**Accessibility is at the heart of RNIB's culture and practices and we aim to be inclusive in everything we do.**

We're deeply committed to diversity and we understand that having a workforce with diverse experience, abilities and backgrounds, coupled with a culture of inclusion, will benefit the organisation, as well as our community, customers and service-users.

Gender pay reporting helps us assess the diversity of the organisation,

evaluate our progress and implement steps on how we can improve it. Gender pay reporting is not the same as the requirement to pay males and females equal pay for equal work.

The gender pay gap is the average difference in earnings between male and female employees. Our April 2023 mean and median pay gaps have slightly increased compared to April 2022's figures. Our mean (average) gender pay is 8.15 per cent in 2023, compared to 7.53 per cent in 2022, and our median (middle) gender pay is 7.29 per cent in 2023, compared to 3.6 per cent in 2022. This means that on average our female colleagues are paid 8.15 per cent less than their male colleagues.

We recognise that we still have more work to do to close our gender pay gap. Our gender pay gap continues to be driven by the overall shape and distribution of

male and female staff across the charity in different roles.

Following the publication of this report, we'll continue to explore and interrogate our data in more detail, as well as engaging with colleagues across the charity so we fully understand the reasons for the gap. This will enable us to identify key drivers in specific areas and opportunities to help reduce our pay gap at a faster pace and to continue to build a diverse and inclusive workforce.

Given recent recruitment activity and valuable activity already taking place, we're already optimistic that it's heading in the right direction.

Matt Stringer

**Chief Executive Officer, RNIB**

## Introduction

**RNIB is working towards a world where there are no barriers to people with sight loss. Inclusivity as a default is integral to our culture and we aim to be inclusive and accessible to all. Gender pay reporting can help evaluate our progress on this and help us improve the diversity of the organisation, something we're deeply committed to.**

The gender pay gap figures which follow are a snapshot taken on 5 April 2023 and are based on 1,080 employees. This is in line with gender pay legislation (introduced in April 2017), which requires UK employers with 250 employees or more to publish data regarding their gender pay gap, within a year of the snapshot date.

The gender pay gap is the average difference in earnings between male and female employees. This should not be confused with equal pay, which is a measure of the pay differences between male and female employees carrying out the same role or work of equal value.

The legislation requires employers to report the mean gender pay gap in hourly pay; the median gender pay gap in hourly pay; and the proportion of male and female employees in each pay quartile. RNIB doesn't pay bonuses, so we haven't reported on them.



## Gender pay gap figures

**In the below calculations, 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 mean and the median measures of the gender pay gap have both increased from our gender pay gap reporting from the previous snapshot date of 5 April 2022.

- The mean gender pay gap is 8.15 per cent in April 2023, compared to 7.53 per cent in April 2022
- The median gender pay gap is 7.29 per cent in April 2023, compared to 3.6 per cent in April 2022

Alongside the mean and median measures, the gender pay gap legislation also requires the reporting of pay quartiles. Pay quartiles sort

employees into four equal sized groups ('quartiles') from the lowest paid to the highest paid, based on hourly pay. The pay quartiles then show the proportion of male and female employees in each band.

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

Band	Male	Female	Description
<b>A</b>	32.22 per cent	67.78 per cent	Includes all employees whose standard hourly rate places them at, or below, the lower quartile.
<b>B</b>	28.52 per cent	71.48 per cent	Includes all employees whose standard hourly rate places them above the lower quartile but at, or below, the median.
<b>C</b>	36.67 per cent	63.33 per cent	Includes all employees whose standard hourly rate places them above the median but at, or below, the upper quartile.
<b>D</b>	42.96 per cent	57.04 per cent	Includes all employees whose standard hourly rate places them above the upper quartile.



Our overall gender split on the snapshot date of 5 April 2023 was 35.09 per cent male, and 64.91 per cent female, as a percentage of the overall headcount. In 2022, the equivalent figures were 35.45 per

cent male and 64.55 per cent female. To put this into perspective, the table below expresses this as the number of employees in each quartile. This table has five rows and five columns. The first row consists of headings.

The total number of staff was divisible by four. However, due to overlapping salaries between bands A and B, a ratio of male to female was calculated and applied to ensure figures weren't skewed.

Band	Male	Female	Total	Description
A	87	183	270	Includes all employees whose standard hourly rate places them at, or below, the lower quartile.
B	77	193	270	Includes all employees whose standard hourly rate places them above the lower quartile but at, or below, the median.
C	99	171	270	Includes all employees whose standard hourly rate places them above the median but at, or below, the upper quartile.
D	116	154	270	Includes all employees whose standard hourly rate places them above the upper quartile.



## Why has our gender pay gap increased from last year?

**We clearly aren't where we want to be with our gender pay gap and we recognise that we still have work to do. Our gender pay gap continues to be driven by the overall distribution of male and female staff across the charity in different roles.**

### **This has been caused by:**

- The percentage of men in the two lower quartiles decreasing. In band A the decrease was from 34.95 per cent in 2022 to 32.22 per cent in 2023, and in band B from 29.47 per cent in 2022 to 28.52 per cent in 2023. The percentage of women in the lower two quartiles has also been fuelled by more women working part time.
- The two higher quartiles saw a decrease in the number of women with band C decreasing from 64.11 per cent in 2022 to 63.33 per cent

in 2023, and band D decreasing from 58.54 per cent in 2022 to 57.04 per cent in 2023.

To address this, we need to review our recruitment practices and examine why we have employed more men into senior positions as well as why women in senior roles have opted to leave RNIB and explore employment opportunities elsewhere.

It's worth noting that the Annual Survey of Hours and Earnings report from the Office for National Statistics has shown a 0.3 per cent increase in the mean gender pay gap figure in the Not-for-Profit sector, from 15.3 per cent in 2022 to 15.6 per cent in 2023. This demonstrates that the Not-for-Profit sector overall has experienced challenges in recruitment during the cost-of-living crisis.



## What are we doing to address our gender pay gap?



**There's some valuable activity taking place across RNIB as we strive to close our gender pay gap. However, we know that if we want to make meaningful change, it will only happen slowly if we continue with our current approach.**

Following the publication of this report, we'll continue to explore and interrogate our data in more detail. We'll also be engaging with colleagues across the charity, so we fully understand the reasons for the gap and we will also explore the pay gaps across other protected characteristics. This will enable us to identify key drivers in specific areas and opportunities for more targeted interventions, to help reduce our pay gap at a faster pace and ensure it follows a downward trajectory. Given recent recruitment activity we're already optimistic that it's heading in the right direction.

Our current activity includes:

### **Accessibility, Diversity and Inclusion (ADI) Strategy**

Since the last report, RNIB has invested in resourcing an accessibility, diversity and inclusion team that is developing an ambitious ADI strategy for 2024-2026 in line with EDI and Accessibility audit findings and wider organisational plans.

The strategy includes a very clear focus on gender pay gap reporting and identifies the need for a new approach to current gender pay gap reporting processes and timelines. From 2024, the gender pay gap reporting process will begin as soon as possible in April 2024, to allow sufficient time for meaningful analysis and interrogation of the data and trends and to allow for targeted short and long-term action plans to be developed and implemented.

### **Employer of choice**

RNIB strives to be an employer of choice ensuring it attracts and retains the best people possible, who can then achieve their highest potential with us. We aim to be inclusive in everything we do and ensure accessibility is at the heart of RNIB's culture and practice. We value diversity and we understand that having a workforce with diverse experience, abilities and backgrounds will benefit the organisation and our community, customers and service-users. We're committed to ensuring all of our staff have opportunities to develop and thrive, make an impact, and be recognised for doing so.

### **Inclusive recruitment and selection process and salary review**

Work is continuing to further develop our recruitment procedures, in line with our "Recruiting Right First Time" approach. Once our Recruitment Policy is in place, we'll be re-launching this approach through our internal training system. As part of this, we currently evaluate job descriptions and job adverts and remove potential gender-coded language to help us attract a diverse range of candidates to the organisation.

RNIB anonymises the application process to ensure hiring managers are unaware of whether candidates are, or identify as, male or female. Salaries are clearly stated on all job adverts, so these are set long before the candidate is offered a role.

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





### **Flexible working policies**

RNIB allows flexible working requests to be made from the first day of employment for all new recruits, to help those with caring responsibilities and to enable working families to remain employed in roles that reflect their skills. RNIB understands that a 9am-5pm Monday to Friday working week does not work for everyone and, as a result, will continue to explore requested working arrangements such as: reduced working hours,

compressed working hours, part-time options, flexible start and finish times and home-based/ hybrid working arrangements. All of these options allow employees to manage the demands of their working and personal lives and create a work/ life balance that suits each individual.

RNIB reviewed its Flexible Working Policy in 2023 and will continue to review and update it regularly and in line with changes in legislation.



### **Staff networks, training and policies**

RNIB has launched ADI e-training which is to be completed by all staff members as part of their induction training. This training will be reviewed and updated throughout this year.

RNIB have five staff networks, including a Women's Network. The Women's Network is pivotal to raising awareness of issues that impact women and people who identify as women, challenging the status quo and interrogating gender pay gap and equal pay data. In line with the ADI strategy plan 2024-2026, the Women's Network will help drive the analysis of the 2024 Gender Pay Gap data and develop short and long-term action plans to drive change.

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

## A note on sex and gender

This report is based on employees' own classification of their gender rather than the binary definition of sex, which is assigned at birth as either male or female, in accordance with the regulations for Gender Pay Reporting. The wider impact of this is that employees who haven't identified their gender, or who don't identify their gender as male or female are omitted from the data.

For this data set, 130 (12 per cent) of employees haven't identified their gender and 12 (1.1 per cent) don't identify their gender as male or female.



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