
1. 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.

2. Gender pay gap figures

2.1 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 doesn't necessarily reflect the pay of the top earning employees. Generally, 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 8.93 per cent.
- The median gender pay gap is 7.32 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 row columns. The first row consists of headings.

Band	Male	Female	Description
A	29.24 per cent	70.76 per cent	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	28.99 per cent	71.01 per cent	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	36.59 per cent	63.41 per cent	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	44.20 per cent	55.80 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 34.75 per cent male, and 65.25 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	81	196	277	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	80	196	276	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	101	175	276	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	122	154	276	Includes all employees whose standard hourly rate places them above the upper quartile

As the total number of staff isn't divisible by four, the one employee left over was added to the lowest hourly pay quarter, as per the government guidelines.

3. Our gender pay gap has decreased from last year

The mean and the median gender pay gap have reduced from 2020 to 2021, for the RNIB group.

For the RNIB Group, this can be partially accounted for by a great increase in male employees in lowest quarter, which saw an increase from 24.91 per cent to 29.24 per cent. This was in part due to the TUPE transfer of some of our establishment.

Despite this, the two highest quartiles have seen minimal change percentage wise. However, there were some significant changes of those incumbering jobs at the highest level of RNIB, which has had an impact in improving the mean average from 2020. Even though the gap has reduced significantly from last year, it is still slightly higher than 2018. This shows that the RNIB Group must continue to introduce measures to try and lower the gender pay gap, and that we still have work to do.

4. 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.

RNIB is going to introduce a Menopause Awareness Policy, so that colleagues feel supported and to help improve discussion, openness, and transparency.

- RNIB Resourcing is working closely with other areas, including Diversity and Inclusion, to further develop our recruitment procedures. Part of this review will explore issues around gender-biased language, improving job descriptions and looking to attract diverse candidates to the organisation.

RNIB updated its Flexible Working Policy during the COVID-19 lockdown and continues to review this policy. Now the lockdowns have ended, RNIB is offering a mixture of flexible and hybrid working to facilitate employees possible return to the office. A well-designed Flexible Working Policy has been found to help those with caring responsibilities, and working families remain in work and stay in roles that reflect their skills and has been found to help reduce the gender pay gap.

5. 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.

1. 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; and gender pay gap reporting can help us see how we are progressing with this.

RNIB is composed of the RNIB Group, and the RNIB Charity. The RNIB is made up of the headquarters' staff, office-based, management and leadership roles, while the RNIB Charity is made up of direct services, and support roles, including those based in schools and colleges. As both entities employ more than 250 staff, they are legally required to report their 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.

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

2. Gender pay gap figures

2.1 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 doesn't necessarily reflect the pay of the top earning employees. Generally, there are fewer women in the higher-paying roles in the UK workforce, and the mean pay gap is better able to reflect this and is often why the mean pay gap is higher than the median. This report is a snapshot of RNIB taken on 5 April, 2020.

- The mean gender pay gap is 12.69 per cent.
- The median gender pay gap is 10.10 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 columns. The first row consists of headings.

Band	Male	Female	Description
A	24.91 per cent	75.09 per cent	Includes all employees whose standard hourly rate places them in the lower hourly pay quarter
B	32.85 per cent	67.15 Per cent	Includes all employees whose standard hourly rate places them in the lower middle hourly pay quarter
C	35.51 per cent	64.49 per cent	Includes all employees whose standard hourly rate places them in the upper middle hourly pay quarter
D	44.20 per cent	55.80 per cent	Includes all employees whose standard hourly rate places them in the upper hourly pay quarter

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 34.36 per cent male, and 65.64 per cent female.

2.2 RNIB Charity

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 doesn't necessarily reflect the pay of the top earning employees. Generally, 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 1.76 per cent.
- The median gender pay gap is 3.15 per cent.

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

Band	Male	Female	Description
A	18.95 per cent	81.15 per cent	Includes all employees whose standard hourly rate places them in the lower hourly pay quarter
B	18.95 per cent	81.15 per cent	Includes all employees whose standard hourly rate places them in the lower middle hourly pay quarter
C	14.74 per cent	85.26 per cent	Includes all employees whose standard hourly rate places them in the upper middle hourly pay quarter
D	24.21 per cent	75.79 per cent	Includes all employees whose standard hourly rate places them in the upper hourly pay quarter

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 Charity's composition of full-pay relevant employees as of this snapshot was 19.21 per cent male and 80.79 per cent female.

3. Our gender pay gap increased from last year

For the RNIB group the mean and the median gender pay gap have unfortunately increased from 2019 to 2020. For the RNIB Charity, while the median gender pay gap saw an increase from 1.37 per cent to 3.15 per cent, the mean gender pay gap has fallen from 4.97 per cent to 1.76 per cent.

For the RNIB Group, this can be accounted for by a great increase in male employees in the top quartile, while the number of women in the lowest quartile saw an increase from 70.93 per cent to 75.09 percent.

For the RNIB Charity, the mean gender pay gap has been influenced by a small increase in women employees in the upper two quartiles. The mean gender pay gap for the charity has seen a major decrease, since it stood at 9.87 per cent in 2018. However, the median gender pay gap for the RNIB Charity did rise slightly, from 1.37 per cent to 3.15 percent.

This shows that we still have a long way to go in reducing the RNIB Group's gender pay gap. Hopefully, the measures the measures outlined below, along with those the organisation has already taken will help in reducing the gender pay gap going forward.

The full 2019 RNIB Group and RNIB Charity gender pay report can be found on RNIB's website.

Obviously, we realise we still have work to do.

4. What we are doing to address the gender pay gap

RNIB has released its Diversity and Inclusion Strategy document. This document promotes a strategy and aims to increase awareness, engagement and leadership of diversity and inclusion issues. It also aims to redress the gender, sight loss and racial or ethnic underrepresentation in senior leadership and governance roles.

RNIB has introduced Network groups to bring together staff and volunteers who have traditionally been seen to face inequalities in the UK. This includes both a Women's network and a Carers and Families network. The Women's network is the largest staff and volunteer network to date, looking at issues such as women's health, women's empowerment and equality in the workplace. The Network groups bring community insight to RNIB and act as consultative forums, to assist in the testing and developing of policies, practices, and procedures.

RNIB continues to maintain our Family Leave Policy that offers generous maternity and shared parental leave arrangements that offer benefits above the statutory minimum. This policy combines the five different types of family leave that eligible employees can take: Maternity, Adoption, Paternity, Shared Parental and Parental leave.

We introduced our updated Flexible Working Policy, and due to COVID-19, this policy has remained under review.

RNIB is also at the early stages of introducing mandatory Diversity and Inclusion training to all staff.

5. 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.

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RNIB has reported on its bonus pay gap in previous years. Although a small amount of non-consolidated payments are made in lieu of an annual pay award, these are not intended as incentive payments, so we don't intend to report these going forward.

2. Gender pay gap figures

2.1 RNIB Group

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- The mean gender pay gap is 7.05 per cent.
- The median gender pay gap is 5.82 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 columns.

Band	Male	Female	Description
A	29.07 per cent	70.93 per cent	Includes all employees whose standard hourly rate places them in the lower hourly pay quarter
B	33.68 per cent	66.32 per cent	Includes all employees whose standard hourly rate places them in the lower middle hourly pay quarter
C	34.03 per cent	65.97 per cent	Includes all employees whose standard hourly rate places them in the upper middle hourly pay quarter
D	38.89 per cent	61.11 per cent	Includes all employees whose standard hourly rate places them in the upper hourly pay quarter

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 33.91 per cent Male, and 66.09 per cent Female.

2.2 RNIB Charity

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 RNIB Group's composition is 33.91 per cent male, and 66.09 per cent female

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 doesn't necessarily reflect the pay of the top earning employees. Generally, 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 4.97 per cent.
- The median gender pay gap is 1.37 per cent.

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

Band	Male	Female	Description
A	18.37 per cent	81.63 per cent	Includes all employees whose standard hourly rate places them in the lower hourly pay quarter
B	19.39 per cent	80.61 per cent	Includes all employees whose standard hourly rate places them in the lower middle hourly pay quarter
C	16.33 per cent	83.67 per cent	Includes all employees whose standard hourly rate places them in the upper middle hourly pay quarter
D	26.80 per cent	73.20 per cent	Includes all employees whose standard hourly rate places them in the upper hourly pay quarter

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 Charity's composition of full-pay relevant employees as of this snapshot was 20.20 per cent male, and 79.80 per cent female.

3. Our gender pay gap has decreased from last year

The mean and the median gender pay gap have reduced from 2018 to 2019, for both the RNIB Group and the RNIB Charity.

For the RNIB Group, this can be accounted for by a great increase in male employees in the lower two quarters, while the upper two quarter saw far less movement.

For the RNIB Charity, it has experienced an increase in male employees in the lower two and the top quartiles, but very little change in the upper middle quartile.

The measures being taken, as laid out in the RNIB 2018 Gender Pay Report, almost certainly played a part in the reduction of both organisations gender pay gap.

Obviously, though the reduction in both the median and mean gaps compared to last year is good news, we realise we still have work to do.

4. What we are doing to address the gender pay gap

RNIB recently released its updated Equal Opportunities Policy. The policy outlines RNIB's commitment to be an equal opportunities organisation ensuring there is no unlawful or unjustified discrimination in employment and acting to remove any barriers to an equal, diverse, and inclusive workforce.

RNIB will release its updated Flexible Working Policy in May 2019. A well-designed Flexible Working Policy has been found to help those with caring-responsibilities, and working families remain in work and stay in roles that reflect their skills. This has been found to help reduce the gender pay gap.

- RNIB continues to review and maintain our Family Leave Policy so it offers generous maternity and shared parental leave arrangements that try to offer benefits that are above the statutory minimum. This policy combines the five different types of family leave that eligible employees can take; these are Maternity, Adoption, Paternity, Shared Parental and Parental leave.
- RNIB is going to introduce Network groups to bring together staff and volunteers who have traditionally been seen to face inequalities in the UK. This will help RNIB focus on improving workplace equality and will also represent groups that RNIB have identified as being under-represented in some parts of the organisation.

5. 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.