

2018 Gender Pay Gap Report

Published March 2019

Introduction

Royal Blind and Scottish War Blinded promote the inclusion and empowerment of people with vision impairment, and as such regard equality and fairness in all its respects as something that should be inherent in our service delivery, our staffing and our management and governance.

Royal Blind is Scotland's largest vision impairment organisation. We care for, educate and employ blind and partially sighted people from across the UK. Our sister charity Scottish War Blinded supports anyone who has served in the Armed Forces who has a vision impairment, whether they lost their sight during or after service.

Gender Pay Gap legislation introduced in April 2017 requires any UK organisation employing 250 or more employees to publicly report on its gender pay gap.

The gender pay gap shows the difference in the average pay between men and women in the organisation, irrespective of the position held. This is different from equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

In order to calculate the gender pay gap, we were required to calculate the mean and median hourly rates as follows:

- **Mean hourly rate** is calculated by adding all hourly rates and dividing this by the number of staff in the group.
- **Median hourly rate** is calculated by lining up all the hourly rates in the group from lowest to highest, and identifying the rate in the middle.

The legislation only covers Royal Blind, but we chose to analyse and disclose information for Scottish War Blinded as well. Figures are reported separately for the two sister charities.

This report fulfils our reporting requirements, provides context around gender pay in the Royal Blind Group and sets out what we are doing to address the gender pay gap in the organisation. It should be noted that neither of the charities pays bonuses and therefore the bonus gender pay gap is explored minimally.

Royal Blind Gender Pay Gap:

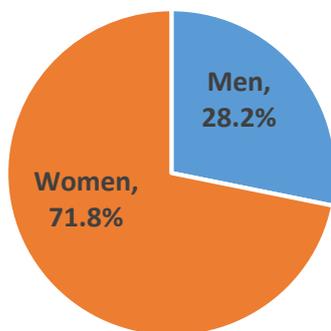
We collected our data on the snapshot date 5 April 2018, when our workforce consisted of 525 full pay relevant employees, out of which 425 (81%) were female and 100 (19%) were male. As is common within health and social care and education sectors, our employees are primarily female.

Mean and Median gender pay gap	
Mean hourly rate for women: £12.80	Median hourly rate for women: £11.00
Mean hourly rate for men: £13.14	Median hourly rate for men: £9.95
Mean gender pay gap (2018): 2.6%	Median gender pay gap (2018): -10.6%
Mean gender pay gap (2017): 3.6%	Median gender pay gap (2017): -14.8%

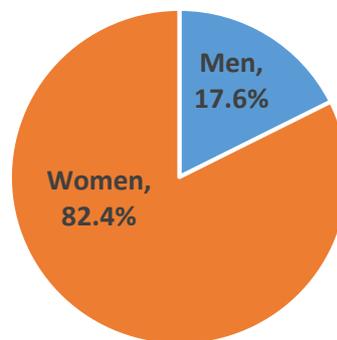
The mean and median gender pay gap figures have been reached using the mechanisms that are set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Proportion of men and women in each pay quartile:

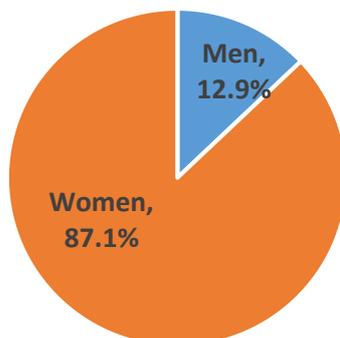
Lower quartile



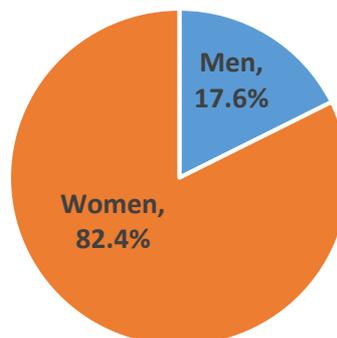
Lower middle quartile



Upper middle quartile



Upper quartile



Royal Blind do not pay bonuses, and the gender bonus gap is therefore 0%.

As our workforce is primarily female, women outnumber men in each pay quartile.

The **median gender pay gap** shows that women in Royal Blind are paid 10.6% more than men, compared to a difference of 14.8% in April 2017. This is influenced by the fact that there is a higher proportion of men in the lower quartile compared to each of the remaining three quartiles. Most of the men in the lower quartile work in housekeeping / kitchen roles across our services, or Transcribing / Proofreading roles within our Scottish Braille Press service. These roles are paid less than qualified care, nursing or education posts within our other services.

The **mean gender pay gap** shows that women in Royal Blind are paid 2.6% less than men, which decreased from 3.6% in April 2017. The mean gender pay gap continues to be much higher than the median, which is influenced by the fact that our Chief Executive and 40% of our Senior Management Team are male. Our current Chief Executive was appointed in June 2017, and there was an even gender split for the final two candidates at recruitment stage. If our Chief Executive was female, the mean gender pay gap would be -1.25%.

We recognise however that with our male employees comprising only 19% of the total workforce, even small fluctuations can have a significant impact on our gender pay gap.

Scottish War Blinded Gender Pay Gap

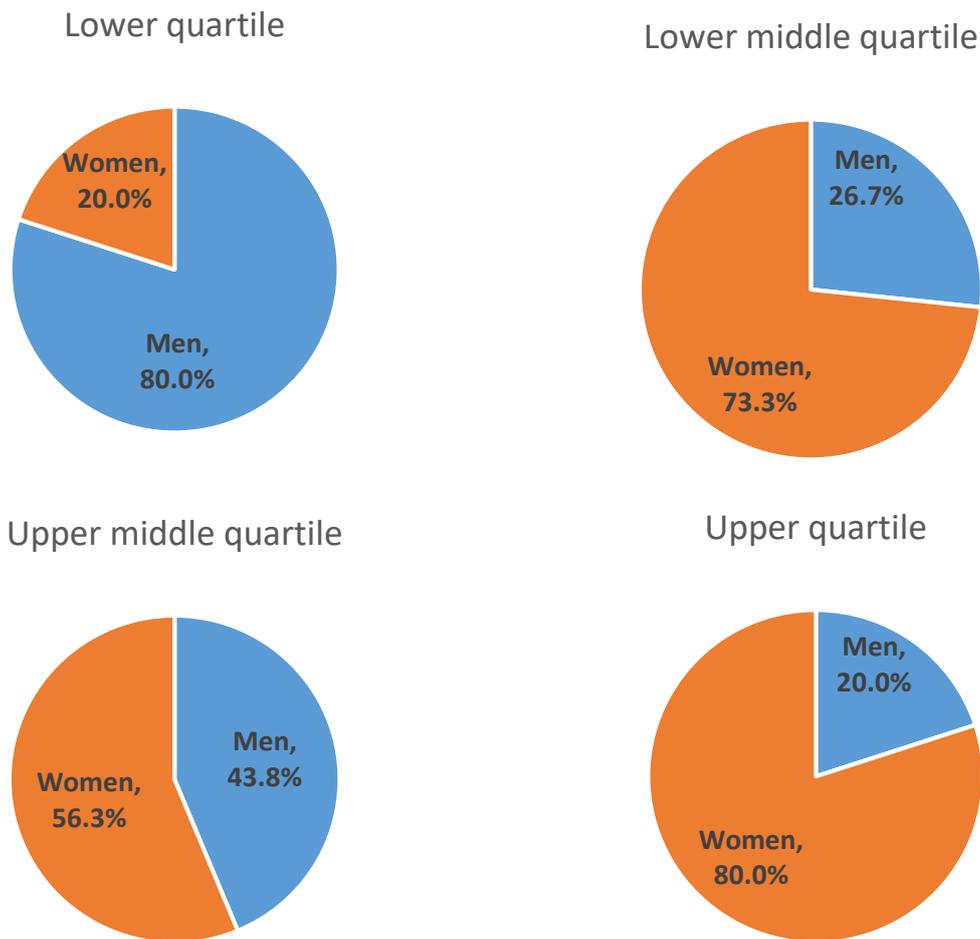
On 5 April 2018 Scottish War Blinded workforce consisted of 61 full pay relevant employees, out of which 35 (57.4%) were female and 26 (42.6%) were male.

Scottish War Blinded has a higher proportion of male employees than Royal Blind, which is influenced by the fact that we support veterans, who are primarily male.

Mean and Median gender pay gap	
Mean hourly rate for women: £14.31	Median hourly rate for women: £13.77
Mean hourly rate for men: £11.59	Median hourly rate for men: £10.11
Mean gender pay gap (2018): -23.5%	Median gender pay gap (2018): - 36.2%
Mean gender pay gap (2017): -7.8%	Median gender pay gap (2017): -9.8%

The above figures show that on average in Scottish War Blinded women are paid more than men.

Proportion of men and women in each pay quartile:



Scottish War Blinded do not pay bonuses, and the gender bonus gap is therefore 0%.

Scottish War Blinded staff numbers increased by over 60% between April 2017 and April 2018 due to the opening of Hawkhead Centre and an expansion of our Outreach service, which explains the differences with previous year's figures. The level of gender pay gap is influenced by a number of factors, including new managers appointed being all female, which is reflected in the upper quartile figures, and a significantly higher proportion of men in the lower quartile, covering primarily driver roles. Our staff numbers in Scottish War Blinded are however very low overall, so even small fluctuations can have a significant impact on our gender pay gap.

It is also worth highlighting that Scottish War Blinded does not directly employ any corporate services staff, Head Office functions are provided by Royal Blind (this includes the Chief Executive for both charities, Finance, IT, HR, Marketing and Communications, Estates and Buildings).

Overall, for both charities our figures compare favourably to the ONS statistics, which show a national gender pay gap for Scotland at 13.9% (mean) and 15.0% (median). We

are confident that our employees are paid fairly and equally for the same or similar roles, and our equal pay statements are included in our Equality Status Reports.

Actions

The Royal Blind Group supports the fair treatment and reward of all staff irrespective of gender. We have pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like work, work rated as equivalent and work of equal value.

Pay system

We operate a fair and transparent payscale system which ensures that the salary and conditions for each job relate to the title and description of that job and not to any characteristic of the person carrying it out. We are an accredited Living Wage employers and pay all our staff the real Living Wage as a minimum. We clearly display salary ranges for any position advertised to ensure transparency and fairness. We regularly monitor staff pay to identify any pay differences and take targeted action where necessary. We have a Remuneration Policy which clearly sets out the rules for determining and reviewing staff pay. The policy and any updates are subject to the Board approval.

Recruitment

We will continue to ensure that our recruitment practices are transparent and fair. We have introduced recruitment skills training for all managers, which involves unconscious bias training. We use structured interviews and skills-based assessment tasks. And aim to have mixed-sex interview panels where possible to ensure fairness and avoid unconscious bias. We will explore how we can attract more men into Royal Blind to create a more even gender balance – we recognise however that this is a broader challenge in the care and education sectors. As an equal opportunities employer we firmly believe in appointing the best candidate for the role, regardless of their gender or other protected characteristic.

Family friendly support

We offer a wide range of family friendly leave policies, which include enhanced pay for maternity, paternity, adoption and shared parental leave. Our Special Leave policy includes provisions for paid Time off for Dependants and Carers' Leave. We support flexible working, and have over 50% of staff who work on a part-time basis. We try to accommodate staff requests for flexible working patterns where we can.

Development opportunities

We recognise that our staff don't all want the same things from their careers, however, we aim to provide everyone with opportunities to be the best they can be and to progress, whether to more senior roles, or other opportunities within the organisation. To support this, we will continue to offer various development opportunities, such as funded professional qualification programmes (e.g. SVQ 3 or QTVI), or other opportunities to develop additional skills, whether through targeted training programmes (e.g. Braille Competency, Digital Skills, Conflict Resolution, Leading and Motivating the Team) or

internal personal development options (e.g. through leading a project or a working group). We have also introduced a central learning and development function to ensure a consistent organisational approach to people development and to enhance support for all our services in their learning and development activity.

Equality forum

We will continue operating our staff Equality Forum which acts as a reference panel to assess our policies and practices, progress against our equality objectives and to bring forward ideas which will help us improve equality in our employment practice. The Forum meets regularly and considers actions to improve equality in relation to all the protected characteristics, including gender equality.

I confirm that the data reported and the calculations produced are accurate.



Mark O'Donnell
Chief Executive