

2024 Gender Pay Gap Report

Published March 2025

Introduction

Sight Scotland and Sight Scotland Veterans promote the inclusion and empowerment of people with visual impairment across Scotland, and as such regard equality and fairness in all its respects as something that should be inherent in our service delivery, our employees, our management and governance.

Sight Scotland is Scotland's largest visual impairment organisation. We care for, educate and employ blind and partially sighted people from across the UK. Our sister charity Sight Scotland Veterans supports anyone who has served in the Armed Forces who has a visual 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 are 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 employees 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 Sight Scotland, but we choose to analyse and disclose information for Sight Scotland Veterans as well. Figures are reported separately for the two sister charities.

This report fulfils our reporting requirements, provides context around gender pay in both Sight Scotland and Sight Scotland Veterans 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.

Sight Scotland Gender Pay Gap

We collected our data on the snapshot date 5 April 2024, when our workforce consisted of 333 full pay relevant employees, out of which 236 (71%) were female and 97 (29%) were male. In the previous year (5 April 2023), our workforce consisted of 317 full pay relevant employees, the proportions of female and male employees was 235 (74%) female and 82 (26%) male.

Mean and Median gender pay gap	
Mean hourly rate for women: £17.69	Median hourly rate for women: £16.78
Mean hourly rate for men: £17.94	Median hourly rate for men: £16.78
Mean gender pay gap (2024): 1.4%	Median gender pay gap (2024): 0%
Mean gender pay gap (2023): 4.5%	Median gender pay gap (2023): 2.9%

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
2024	67.9% women, 32.1% men	73.5% women, 25.6% men	75.9% women, 24.1% men	66.3% women, 33.7% men
2023	70.0% women, 30.0% men	86.1% women, 13.9% men	76.0% women, 24.0% men	64.6% women, 35.4% men

There has been an increase in the proportion of women in the Upper Quartile since the previous year, but a decrease in all other Quartiles.

Sight Scotland do not pay bonuses, and the gender bonus gap is therefore 0%.

This year 3 employees were excluded, primarily due to reduced pay due to sickness absence (2 employees) but also maternity leave (1 employee).

The **median gender pay gap** of 0% shows that women in Sight Scotland are paid equally to men. This is a decrease on the previous year when the median gender pay gap was 2.9%.

The **mean gender pay gap** shows that women in Sight Scotland are paid 1.4% less than men, which is lower than the figure reported in the previous year. The mean gender pay gap continues to be higher than the median, which is influenced by the fact that our Chief Executive is male.

We also recognise that with our male employees comprising only 29% of the total workforce, even small fluctuations can have a significant impact on our gender pay gap.

Why do we have a Gender Pay Gap?

- As is common within health and social care and education sectors, our employees are primarily female, and women outnumber men in each pay quartile.
- There are proportionally more part-time jobs in our lower pay brackets, which are societally still more likely to be filled by women. Within Sight Scotland 37.5% of roles are part time and of these 86% are filled by women and only 14% by men.

Sight Scotland Veterans Gender Pay Gap

On 5 April 2024 Sight Scotland Veterans workforce consisted of 84 full pay relevant employees, out of which 53 (63%) were female and 31 (37%) were male.

Mean and Median gender pay gap	
Mean hourly rate for women: £16.64	Median hourly rate for women: £17.08
Mean hourly rate for men: £14.72	Median hourly rate for men: £12.81
Mean gender pay gap (2024): -13.0%	Median gender pay gap (2024): -33.3%
Mean gender pay gap (2023): -21.8%	Median gender pay gap (2023): -33.4%

The above figures show that on average in Sight Scotland Veterans women are paid more than men with significantly more women than men in management positions. Our employees numbers in Sight Scotland Veterans are very low overall, so even small fluctuations can have a significant impact on our gender pay gap.

Proportion of men and women in each pay quartile:



	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2024	28.6% women, 71.4% men	85.7% women, 14.3% men	57.1% women, 42.9% men	81.0% women, 19.0% men
2023	30.0% women, 70.0% men	75.0% women, 25.0% men	65.0% women, 35.0% men	85.0% women, 15.0% men

There has been an increase in the proportion of women in the Lower Middle Quartile as since the previous year, but a decrease in all other Quartiles.

Sight Scotland Veterans do not pay bonuses, and the gender bonus gap is therefore 0%.

It is worth highlighting that Sight Scotland Veterans does not directly employ any organisational support functions, these functions are provided by Sight Scotland (this includes the Chief Executive for both charities, Finance, IT, People, Facilities, and Marketing, Engagement & Communication).

Combined Charities Gender Pay Gap

On 5 April 2024 the combined workforce in Sight Scotland and Sight Scotland Veterans consisted of 417 full pay relevant employees, of which 289 (69%) were female and 128 (31%) were male.

Mean and Median gender pay gap	
Charities combined	
Mean hourly rate for women: £17.49	Median hourly rate for women: £16.79
Mean hourly rate for men: £17.16	Median hourly rate for men: £16.60
Mean gender pay gap (2024): -1.94%	Median gender pay gap (2024): -1.15%

The salaries of senior management have a significant impact on the mean gender pay gap in both charities. In Sight Scotland these roles, including that of Chief Executive are filled by men, conversely in Sight Scotland Veterans by women. The combined figures for both charities provide a more balanced picture of the total workforce.

Proportion of men and women in each pay quartile

Gender pay gap reporting requires us to report the proportion of men and women in each pay quarter. The following charts show figures for each of the charities plus the proportions for both charities combined.



Benchmarking

Overall, for both charities, our figures compare favourably to the ONS statistics (2024 (provisional)), which show a national median gender pay gap for Scotland of 2.2%. 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

Sight Scotland and Sight Scotland Veterans support the fair treatment and reward of all employees 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 pay scale system, all our main scale salary points are published on our intranet and are visible to all our employees. We ensure that the salary and conditions for each job relate to job content and not to any characteristic of the person carrying it out. We are accredited Living Wage employers and pay all our employees the real Living Wage as a minimum. Pay is not negotiated on an individual basis. We have a Remuneration Policy which clearly sets out the rules for determining and reviewing employees' 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, our Recruitment and Resourcing policy underpins all recruitment activities. We clearly display

salary ranges for any position advertised to ensure transparency and fairness. We provide recruitment skills training for all managers, which covers unconscious bias. This is further underpinned by our Dignity at Work training. Our shortlisting processes are based on the stated criteria in job descriptions which are relevant to the role. We use structured interviews and skills-based assessment tasks. We recognise that we need to continue our efforts to achieve greater gender balance within our organisation however that this is a broader challenge in the care and education sectors. As an equal opportunity 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, including hybrid working where possible and have approximately 40% of employees who work on a part-time basis across both charities.

Development opportunities

We recognise that our employees 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), and other development opportunities e.g. Leadership Development programmes, coaching skills and will be introducing a programme for aspiring managers.

Equality, Diversity and Inclusion Forum

We will continue operating our colleague Equality, Diversity and Inclusion Forum which acts as a reference panel 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 our workplace in relation to all the protected characteristics, including gender equality.

Workforce Profile reporting

We have introduced an annual report on our workforce profile so we can assess our progress against our equality objectives and better understand the current and future needs of our workforce. This report also reviews the profile of candidates applying for roles with the two charities so we can understand where any barriers to employment may exist.

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

Craig Spalding
Chief Executive