



2025 Gender Pay Gap Report

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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 visually impaired 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 as for both charities combined.

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 in this report.

Sight Scotland Gender Pay Gap data

We collected our data on the snapshot date of 5 April 2025, when our workforce consisted of 352 full pay relevant employees, out of which 248 (70%) were female and 104 (30%) were male. In the previous year (5 April 2024, our workforce consisted of 333 full pay relevant employees, of which 236 (71%) were female and 97 (29%) were male.

The following 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:

- Median hourly rate for women: £17.28
- Median hourly rate for men: £17.81
- **Median gender pay gap (2025): 3.00%**
- **Median gender pay gap (2024): 0%**

- Mean hourly rate for women: £18.35
- Mean hourly rate for men: £18.88
- **Mean gender pay gap (2025): 2.78%**
- **Mean gender pay gap (2024): 1.4%**

The **median gender pay gap** of 3% shows that women in Sight Scotland are paid slightly less than men. This is an increase in gender pay gap on the previous year when the median gender pay gap was 0% i.e. there was no difference in median pay between men and women.

The **mean gender pay gap** shows that women in Sight Scotland are paid 2.78% less than men, which is higher than the figure reported in the previous year (1%).

We recognise that with our male employees comprising only 29.6% of the total workforce, even small fluctuations can have a significant impact on both our mean and median gender pay gap figures.

Proportion of men and women in each pay quartile (2025 vs. 2024):

- **Lower Quartile:** 22.1% men, 77.9% women (2025); 32.1% men, 67.9% women (2024)
- **Lower Middle Quartile:** 21.1% men, 78.9% women (2025); 25.6% men, 73.5% women (2024)
- **Upper Middle Quartile:** 34.2% men, 65.8% women (2025); 24.1% men, 75.9% women (2024)
- **Upper Quartile:** 35.5% men, 64.5% women (2025); 33.7% men, 66.7% women (2024)

There has been an increase in the proportion of women in the Lower and Lower Middle Quartiles since the previous reporting date, but a decrease in the Upper Middle and Upper Quartiles.

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

This year 9 employees were excluded, due to reduced pay due to sickness absence (5 employees) and maternity leave (4 employees).

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 33.8% of roles are part time and of these 83% are filled by women and only 17% by men.

Sight Scotland Veterans Gender Pay Gap data

On 5 April 2024 Sight Scotland Veterans workforce consisted of 86 full pay relevant employees, out of which 52 (60%) were female and 34 (40%) were male. Our figures for Sight Scotland Veterans are:

- Median hourly rate for women: £17.28
- Median hourly rate for men: £13.10
- **Median gender pay gap (2025): -32.0%**
- **Median gender pay gap (2024): -33.3%**

- Mean hourly rate for women: £16.83
- Mean hourly rate for men: £15.
- **Mean gender pay gap (2025): -10.7%**
- **Mean gender pay gap (2024): -13.0%**

The above figures show that on average in Sight Scotland Veterans women are paid more than men this is due to significantly more women than men being in management positions.

Proportion of men and women in each pay quartile (2025 vs. 2024):

- **Lower Quartile:** 68.2% men, 31.8% women (2025); 71.4% men, 28.6% women (2024)
- **Lower Middle Quartile:** 31.8% men, 68.2% women (2025); 14.3% men, 85.7% women (2024)
- **Upper Middle Quartile:** 33.3% men, 66.7% women (2025); 42.9% men, 57.1% women (2024)
- **Upper Quartile:** 23.8% men, 76.2% women (2025); 19.0% men, 81.0% women (2024)

There has been an increase the proportion of women in the Lower and Upper Middle Quartiles compared with the previous year, but a decrease in the Lower Middle and Upper Quartiles. It is important to note that due the low headcount in Sight Scotland Veterans small changes to roles / occupants can have a significant impact on gender pay gap data.

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, Impact & Governance, Finance and Facilities, Technology, People & Culture, and Cause & Engagement).

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

Combined Charities Gender Pay Gap data

On 5 April 2025 the combined workforce in Sight Scotland and Sight Scotland Veterans consisted of 438 full pay relevant employees, of which 300 (68%) were female and 138 (32%) were male. This year 9 employees were excluded from the combined data, due to reduced pay due to sickness absence (5 employees) and maternity leave (4 employee).

Gender Pay Gap figures for the charities combined are:

- Median hourly rate for women: £17.28
- Median hourly rate for men: £17.10
- **Median gender pay gap (2025): -1.0%**
- **Median gender pay gap (2024): -1.2%**

- Mean hourly rate for women: £18.09
- Mean hourly rate for men: £17.97
- **Mean gender pay gap (2025): -0.6%**
- **Mean gender pay gap (2024): -1.9%**

The salaries of senior management have a significant impact on the mean gender pay gap in both charities. In Sight Scotland a number of these roles, including that of Chief Executive are filled by men, conversely in Sight Scotland Veterans the majority of management roles are held 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 (2025 vs. 2024)

- **Lower Quartile:** 42.7% men, 57.3% women (2025); 41.0% men, 59.0% women (2024)
- **Lower Middle Quartile:** 20% men, 80% women (2025); 24.0% men, 76.0% women (2024)
- **Upper Middle Quartile:** 27.5% men, 72.5% women (2025); 26.9% men, 73.1% women (2024)
- **Upper Quartile:** 35.8% men, 64.2% women (2025); 30.8% men, 69.2% women (2024)

There has been an decrease in the proportion of women across all quartiles with the exception of the Lower Middle Quartile.

Benchmarking

For both charities separately, and combined, our figures compare favourably to the ONS statistics (2025) which show a national median gender pay gap for Scotland of 3.5%. Data for the charities combined demonstrates a negative gender pay gap, i.e. women are on average paid more than men. 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 and grading system. Our agreed Pay Principles ensure roles are evaluated and graded in a way that is consistent and relates to job content and not to any characteristic of the person carrying it out. Our salaries are benchmarked on a 3 yearly basis. 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 Executive team 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. All colleagues receive our Dignity at Work training, in addition managers receive specific training on unconscious bias. 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 37% 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.

Reporting

Our Annual Inclusion and Equity Report has been expanded so that as well as reporting on workforce data it also records our actions and achievements in the areas of equity, diversity and inclusion over the previous 12 months. The report also outlines recommendations for further work in these areas along with timescales for completion. Our recent achievements to support an equitable workplace include:

- **Ensuring all policies and missions**, such as recruitment, onboarding, learning management, and rewards, incorporated an inclusion perspective.
- **Creating more accessible working environments**: Recognising that achieving genuine equity involves addressing barriers to inclusion, many of which stem from **accessibility challenges**, we established a Cross Functional Accessibility Forum in October 2025.
 - The forum is sponsored by our CEO and made up of representatives from each directorate, with each member leading on a different aspect of accessibility (Workplace Adjustments, Recruitment, Learning, Communications, Digital Solutions, Health and Safety, Built Environment and Procurement).
 - The forum will coordinate workplace accessibility efforts across the organisation by providing a central structure that connects current initiatives and identifies areas for future and continued improvement.

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

Craig Spalding
Chief Executive