



Gender Pay Gap Report 2019/2020

Introduction

The Royal Leicestershire, Rutland and Wycliffe Society for the Blind (Vista) is a private company limited by guarantee without share capital (0163099) providing residential care activities for the elderly and disabled and social work activities without accommodation for the elderly and disabled and a registered charity (218992) for the public benefit to: 1. people of all ages in need, whether by youth, age, ill-health, financial hardship or other disadvantage and in particular those affected by sight-loss (including people who are blind or partially sighted and people with dual sensory loss and primarily, but not exclusively, to those people living in Leicester, Leicestershire and Rutland)

2. advance education and promote understanding about eye health and sight loss and

3. prevent avoidable sight loss

On the 5 April 2020 Vista had 262 staff, 222 women and 40 men. We have used full pay hourly rates, as at this date, to calculate the following gender pay information. At Vista everyone is paid for the role they have in the team. No other factors affect employee remuneration.

We practice equal opportunities and we firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act 2010. At Vista men and women performing equal work receive equal pay. No bonus payments were made to either men or women.

Comparison Figures

In our Gender Pay Gap Report of 2018 our mean gender pay gap was 22.1%. The median gender pay gap was 5.4%

In this Gender Pay Gap Report of 2020 our mean gender pay gap was 2.94%. The median gender pay gap was 2.68%.

The figures for 2020 show a significant reduction in the Gender Pay Gap and it is important to note that in the lower quartile rates of pay no gender pay gap exists when considering either the mean or median rates of pay.

In the lower middle quartile women receive **a mean** of 11 pence per hour less than men in the same quartile.

In the lower middle quartile women receive **a median** of 30 pence per hour less than men in the same quartile.

However:

In the upper and upper middle quartiles women receive **a mean** average of 16.5 pence more per hour than men in the same quartiles.

In the upper and upper middle quartiles women receive **a median** average of 62 pence more per hour than men in the same quartiles.

Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Ordinary Pay. The banding illustrates that there is a significant gender pay gap in the upper quartile, as a result of [insert reason].

The following four tables show:

1. The numbers of staff who are paid in each of the four quartiles
2. The percentage of women and men in each quartile
3. The median average rate of pay
4. The mean average rate of pay

1. The number of men and women paid within each of the four quartiles

Description	Women	Men	Total
Includes all employees whose hourly rate places them in the lower quartile	61	5	66
Includes all employees whose hourly rate places them in the lower middle quartile	54	11	66
Includes all employees whose hourly rate places them in the upper middle quartile	54	11	65

Includes all employees whose hourly rate places them in the upper quartile	53	13	66
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2. The % of women and men in each quartile

Description	Women	Men	Total
Percentage of staff whose hourly rate places them in the lower quartile	92%	8%	100%
Percentage of staff whose hourly rate places them in the lower middle quartile	83%	17%	100%
Percentage of staff whose hourly rate places them in the upper middle quartile	83%	17%	100%
Percentage of staff whose hourly rate places them in the upper quartile	80%	20%	100%

3. The Median Average Rate of Pay

Description	Women (£)	Men (£)	+/-ve
The Median Average Rate of Pay whose hourly rate places them in the lower quartile	8.21	8.21	0
The Median Average Rate of Pay whose hourly rate places them in the lower middle quartile	8.29	8.59	-0.30
The Median Average Rate of Pay whose hourly rate places them in the upper middle quartile	9.75	9.25	+0.50
The Median Average Rate of Pay whose hourly rate places them in the upper quartile	14.53	13.79	+0.74

4. The Mean Average Rate of Pay (£)

Description	Women (£)	Men (£)	+/-
The Mean Average Rate of Pay whose hourly rate places them in the lower quartile	8.21	8.21	0
The Mean Average Rate of Pay whose hourly rate places them in the lower middle quartile	8.45	8.56	- 0.11

The Mean Average Rate of Pay whose hourly rate places them in the upper middle quartile	9.74	9.56	+0.18
The Mean Average Rate of Pay whose hourly rate places them in the upper quartile	15.60	15.45	+0.15

We will continue to explore how we can close any gaps to create more gender balance in addition to reviewing our pay evaluation system and pay bandings during the course of the next financial year.

Susan Hoath
Chief Executive Officer
09/03/2021