



## **Gender Pay Gap Report 2021/2022**

### **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 2022 Vista had 285 staff, 241 women and 44 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 2020 our mean gender pay gap was 2.94%. The median gender pay gap was 2.68%.

In this Gender Pay Gap Report for 2022, our mean gender pay gap was 7.46%. The median gender pay gap was 9.98%.

After analysis, we believe this gap is a result of the large discrepancy between numbers of women and men in our organization (85% / 15%), resulting from 76% of our workforce being involved in the caring profession, which is well known for lower salaries, meaning we have a large percentage of women who attract the lowest salaries.

Alongside this, men work in management or more skilled roles, attracting higher salaries generally, a fact that is negated by the proportion of women who work within our leadership and senior management.

In the lower middle quartile women receive a **mean** of 7 pence per hour less than men in the same quartile.

In the lower middle quartile, there was no gender pay gap between women and men.

In the upper middle quartile women receive a **mean** average of 1 pence more per hour than men in the same quartile.

In the upper middle quartile, women receive a **median** average of 12 pence less per hour than men in the same quartile.

In the upper quartile, women receive a **mean** average of 43 pence more per hour than men in the same quartile.

In the upper quartile women receive a **median** average of 3 pence less per hour than men in the same quartile.

## 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 75% of Leadership team being women, including the CEO.

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	68	4	72
Includes all employees whose hourly rate places them in the lower middle quartile	59	12	71
Includes all employees whose hourly rate places them in the upper middle quartile	60	11	71
Includes all employees whose hourly rate places them in the upper quartile	54	17	71

### 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	94.4%	5.6%	100%
Percentage of staff whose hourly rate places them in the lower middle quartile	83.1%	16.9%	100%
Percentage of staff whose hourly rate places them in the upper middle quartile	84.5%	15.5%	100%
Percentage of staff whose hourly rate places them in the upper quartile	76.1%	23.9%	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	9.50	9.50	0
The Median Average Rate of Pay whose hourly rate places them in the lower middle quartile	10.02	10.02	0
The Median Average Rate of Pay whose hourly rate places them in the upper middle quartile	10.92	11.04	-0.12
The Median Average Rate of Pay whose hourly rate places them in the upper quartile	14.57	14.60	-0.03

### 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	9.50	9.50	0
The Mean Average Rate of Pay whose hourly rate places them in the lower middle quartile	9.82	9.89	- 0.07
The Mean Average Rate of Pay whose hourly rate places them in the upper middle quartile	10.89	10.88	+0.01
The Mean Average Rate of Pay whose hourly rate places them in the upper quartile	16.03	15.60	+0.43

We will continue to review our pay bandings and structure throughout the year and will proactively work to close the gender pay gap reflected in these figures.

Natalie Gilfillan-Spikings  
Interim Chief Executive Officer  
18<sup>th</sup> April 23

