



Gender Pay Gap Report 2022/2023

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 2023 Vista had 293 staff, 245 women and 48 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 our Gender Pay Gap Report for 2022, our mean gender pay gap was 7.46%. The median gender pay gap was 9.98%.

In this Gender Pay Gap Report for 2023, our mean gender pay gap was 4.31%. The median gender pay gap was 4.43%.

This shows a reduction in the gap compared to 2022, with more men employed within our caring sector roles, we still have a large discrepancy between numbers of women and men in our organization (84% / 16%), resulting from 82% 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 still primarily work in management or more skilled roles, attracting higher salaries generally, a fact that is somewhat negated by the proportion of women who work within our leadership and senior management.

In the lower quartile women receive a **mean** of 4 pence per hour less than men in the same quartile.

In the lower quartile, women receive a **median** average of 21 pence less per hour than men in the same quartile.

In the lower middle quartile women receive a **mean** of 6 pence per hour less than men in the same quartile.

In the lower middle quartile, women receive a **median** average of 52 pence less per hour than men in the same quartile.

In the upper middle quartile women receive a **mean** average of 10 pence more per hour than men in the same quartile.

In the upper middle quartile, women receive a **median** average of 50 pence less per hour than men in the same quartile.

In the upper quartile, women receive a **mean** average of 82 pence more per hour than men in the same quartile.

In the upper quartile women receive a **median** average of £1.84 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 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	64	9	73
Includes all employees whose hourly rate places them in the lower middle quartile	66	8	74
Includes all employees whose hourly rate places them in the upper middle quartile	55	18	73
Includes all employees whose hourly rate places them in the upper quartile	60	13	73

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	87.7%	12.3%	100%
Percentage of staff whose hourly rate places them in the lower middle quartile	89.2%	10.8%	100%
Percentage of staff whose hourly rate places them in the upper middle quartile	75.3%	24.7%	100%
Percentage of staff whose hourly rate places them in the upper quartile	82.2%	17.8%	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	10.50	10.71	-0.21
The Median Average Rate of Pay whose hourly rate places them in the lower middle quartile	10.71	11.23	-0.52
The Median Average Rate of Pay whose hourly rate places them in the upper middle quartile	11.75	12.25	-0.50
The Median Average Rate of Pay whose hourly rate places them in the upper quartile	13.44	15.28	-1.84

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	10.57	10.61	-0.04
The Mean Average Rate of Pay whose hourly rate places them in the lower middle quartile	10.93	10.99	-0.06
The Mean Average Rate of Pay whose hourly rate places them in the upper middle quartile	11.73	11.83	-0.10

The Mean Average Rate of Pay whose hourly rate places them in the upper quartile	15.94	16.75	-0.82
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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
Director of Finance and Governance
18th June 2024