**Blind Veterans UK Gender Pay Gap Report 2023**

**Background**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 stipulate that all businesses, public sector and third sector organisations with over 250 employees must publicly report on average pay differences between their male and female employees. The Regulations require employers to publish their:

• Mean gender pay gap in hourly pay

• Median gender pay gap in hourly pay

• Mean bonus gender pay gap

• Median bonus gender pay gap

• Proportion of males and females receiving a bonus payment, and

• Proportion of males and females in each pay quartile.

As a third sector organisation, Blind Veterans UK is required to publish this pay gap information within 12 months of the Government-determined ‘snapshot date’ of 5 April each year, in the case of this report 5 April 2023. Our calculations follow the legislative requirements as set out in the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017. All staff who were deemed to be ‘relevant’ employees at 5 April 2023 are included. A relevant employee is an employee, not a self-employed contractor, that received full pay not reduced to parental leave pay or sick pay.

This information will be published on the Blind Veterans website for a minimum of 3 years and published on the government website (www.gov.uk) by 5 April 2024.

**Definitions**

**Mean gender pay gap**

The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number of employees.

**Median gender pay gap**

The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure.#

**Quartile pay bands**

The quartile information is calculated by listing all salaries from highest to lowest and then splitting that information into four equal quarters to determine the percentage of male and female employees in each quartile.

**Gender Pay Gap Data**

Only 3 of the 6 calculations detailed above were made due to no bonus payments being paid at Blind Veterans UK. The 3 calculations were as follows:

1. Mean gender pay gap
2. Median gender pay gap
3. The proportion of men and women divided into four quartile pay bands

The charity had 459 relevant employees on the snapshot date of 5 April 2023, of those 298 were women and 161 were men. In order to calculate the gender pay information the hourly pay rate of all staff is used as a basis.

The Blind Veterans mean gender pay gap was **4.58%**. down from **5.84%** in 2022.

The Blind Veterans median gender pay gap was **-0.87%** in favour of females, which represents a reverse from the **0.37%** gap in favour of males in 2022.

When figures are expressed negatively in gender pay gap reporting it means that the

earnings gap is in favour of females.

These figures compare favourably with the national average gender mean pay gap of **8.3%**1 in 2022. The figures for 2023 have not been published yet.

**Mean percentage difference and average hourly rate of pay**

**Males: £19.08**

**Females: £18.21**

**Gap: 4.58%, 87 pence per hour**

As at 5 April 2023 the mean hourly rate for men was £19.08per hour and for women it was £18.21 per hour. This means that men earned an average of 87 pence per hour more than women, which equates to a mean difference of 4.58%.

**Median percentage difference and hourly rate of pay**

**Males: £16.83**

**Females: £16.98**

**Gap: -0.87%, 15 pence per hour**

As at 5 April 2023 the median hourly rate of pay for men was £16.87 per hour and for women it was £16.98 per hour. This means that men earned an average of 15 pence per hour less than women, which equates to a mean difference of -0.87%.

**CAVEAT:** any pay gap figures can be skewed by several factors including large numbers of employees earning the same amount at the bottom end of a scale or by a few employees earning considerably more than others at the top end of a scale. Thus caution should be exercised in drawing conclusions from the figures.

**1**Published as part of the Office for National Statistics’ Annual Survey of Hours and Earnings at [https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#gender-pay-gap-data](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022%23gender-pay-gap-data)

**Pay Quartiles by Gender**

Blind Veterans employed 459 relevant employees as at 5 April 2023 which means there are 114/115 employees per pay quartile. The gender split in each of the four quartiles is detailed below and serves as a useful guide to determine progression through the pay scales.

Upper Quartile:

41.74 per cent males

58.26 per cent females

Upper Middle Quartile:

26.96 per cent males

73.04 per cent females

Lower Middle Quartile:

32.17 per cent males

67.83 per cent females

Lower Quartile:

39.47 per cent males

60.53 per cent females

The hourly rates that represent each quartile are as follows:

* Upper - relates to the hourly rates of £20.39 and above
* Upper middle - relates to the hourly rates of £16.90 - £20.20
* Lower middle - relates to the hourly rates of £13.28 - £16.90
* Lower - relates to the hourly rates up to £12.87

The figures show how none of the quartiles closely reflect the total workforce of 161 men and 298 women, for the workforce consists of 35% men and 65% women. There is a slight increase in the proportion of females in the upper middle quartile (73.04%), and a decrease in males. However, in the upper quartile the proportion of males increases to 41.74% which is well above their proportion in the Blind Veterans workforce. There is no immediately obvious reason for this, but in the general population it is typical for males to negotiate higher salaries and to secure more senior positions. However in Blind Veterans nine females are either directors, assistant directors, heads of service or managers of major centres, as opposed seven males in similar positions.

**Measures to address the gender pay gap**

The Blind Veterans UK gender mean pay gap was 4.58% at 5 April 2023. We aim to close this gap by continuing with our commitment to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. To increase opportunities, the charity has just launched its new apprenticeship policy for these staff to broaden their continuing professional development and career development opportunities. It is already industry-leading in the delivery of the Rehabilitation Officer for the Vision Impaired (ROVI) Apprenticeship.

We have a clear policy of paying equally for the same or equivalent work, regardless of gender, identity or background, and that everyone is able to develop their skills and talents to meet their full potential, work in a safe, supportive and inclusive environment, recognised for their work and have the opportunity to have their say on matters that affect them. We are also committed to achieving a diverse workforce and our recruitment process is designed to reduce unconscious bias as far as possible. Following the independent Equality, Diversity and Inclusion audit, we have been embedding some of the recommendations within the workplace including delivering equity diversity and inclusion training aimed at ensuring that protected categories of people are not disadvantaged in any way.

The gender pay gap data will be analysed on an annual basis, a comparison of figures will be completed year on year and the Senior Management Team will continue to review and monitor this data. We will ensure that job grades continue to be determined through objective analysis and job evaluation to maintain the integrity of the pay and grading system.

**Declaration**

Blind Veterans UK is required by law to publish an annual gender pay gap report, based upon a snapshot date of 5 April annually, and the figures in this report represent the gaps as at 5 April 2023.

The figures set out in this report in have been calculated using the standard format required by legislation – the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that this data is accurate.

Greg Allen

Interim Chief Executive