

**R N I B**

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**Gender Pay**

**Gap Report**

**April 2025**

# Introduction

At RNIB, equity, diversity and inclusion are at the heart of everything we do. We're committed to building an equitable, inclusive and accessible workplace – one where everyone belongs and where diverse experiences, abilities and backgrounds are valued

A culture of inclusion greatly benefits our organisation, as well as our community, customers and service users. Monitoring and reporting on gender pay helps us understand any pay disparities, track progress and identify areas for improvement.

We're pleased to report a further reduction in our gender pay gap this year. The mean gender pay gap decreased from 6.9 per cent to 3.0 per cent, and the median gap from 5.7 per cent to 3.8 per cent. This shows positive progress, but we know there is still work for us to do.

These improvements demonstrate a shift in workforce composition, most notably the increased representation of women in higher paid quartiles and a reduced proportion in lower paid roles.

Closing the gender pay gap isn't just a compliance exercise for us – it reflects the kind of organisation we choose to be: fair, transparent and driven by shared ambition for equity for all.

We're committed to taking meaningful, measurable action, and to holding ourselves accountable every step of the way. This isn't a finish line we'll cross once, but a continuous journey of improvement.



**Simon Antrobus**  
Chief Executive Officer

# Our gender pay gap

**In 2025, mean and median pay gaps decreased compared to 2024 as follows:**

- Our mean (average) gender pay was 3.0 per cent in 2025, compared to 6.9 per cent in 2024.
- Our median (middle) gender pay was 3.8 per cent in 2025, compared to 5.7 per cent in 2024

This means, on average, our female colleagues are paid 3.0 percent less than their male colleagues.

## **Our colleague breakdown**

As a percentage of the overall headcount, our gender split was 66.1 per cent female and 33.9 per cent male (664 females and 340 males). In 2024, the equivalent figures were 34.1 per cent male and 65.9 per cent female.

RNIB continues to have a gender pay gap because of the distribution of male and female colleagues in different roles across the charity.

## **What is the gender pay gap?**

This is distinct from **equal pay**, which refers to paying men and women the same for performing the same role or work of equal value. RNIB complies fully with The Equal Pay Act (1970), the first legislation enacted to prevent unequal pay.

The gender pay gap measures the difference between the average earnings of men and women employed within an organisation. It's calculated by comparing the average salaries of male and female colleagues and expressing the difference as a percentage.

## **Mean pay gap**

The mean pay gap is calculated by adding up the hourly pay of all female colleagues and dividing this figure by the total number of female colleagues in the organisation. The same calculation is performed for male colleagues, and the difference between these two figures is reported as a percentage.

## Median pay gap

The median pay gap reflects the mid-point in pay. This is calculated by finding the exact middle point between the lowest and highest paid male colleagues, and the equivalent midpoint for female colleagues, expressing the difference as a percentage.

## Gender split across quartiles

Pay quartiles sort colleagues into four equal sized groups from the lowest paid to the highest paid, based on hourly pay. The pay quartiles then show the proportion of male and female colleagues in each, ranging from the lowest paid quartile to the highest paid.

The following table shows the percentage of male and female colleagues in each quartile of the RNIB pay range.

This table has five rows and four columns. The first row consists of headings:

| 2025   | Lower         | Lower Middle  | Upper Middle  | Upper         |
|--------|---------------|---------------|---------------|---------------|
| Male   | 33.1 per cent | 29.1 per cent | 37.1 per cent | 36.3 per cent |
| Female | 66.6 per cent | 70.9 per cent | 62.9 per cent | 63.7 per cent |

One colleague in RNIB received a bonus in respect of the year to 5 April 2025. This colleague was female; therefore 0.1 per cent of females received a bonus compared to 0.0 percent of males.



# Why RNIB has a gender pay gap

We've seen another reduction in our gender pay gap this year but recognise the need for continued progress. Our gender pay gap continues to be driven by the distribution of male and female colleagues across different roles and job levels.

The proportion of female colleagues in senior roles, and therefore within the highest paid quartile, has increased again this year. However, despite this positive movement, female representation at senior levels remains lower than the overall gender distribution across the organisation. This continues to be a key driver of the gender pay gap. As representation at senior levels becomes more closely aligned with the wider workforce gender balance, the gender pay gap correspondingly narrows.

## Other influences

- **Part-time workers:** We offer a high degree of flexibility in terms of part-time opportunities, and a higher prevalence of female colleagues in part time roles. 86 per cent of our part time colleagues are female, compared to 66 percent of our colleagues overall. This is the same distribution as for the prior year, reflecting our commitment to providing flexible part time opportunities at RNIB. Many of these flexible roles are entry or mid-level roles in the organisation and are therefore paid less than more senior roles, contributing significantly to the overall pay gap.
- **Long tenured roles:** The gender pay gap is greater for colleagues with longer service – notably where service is 10 years or more. However, our gender pay gap for more recent hires shows female colleagues with a higher average hourly pay than males.

We continue to review our recruitment practices and examine why we have proportionally more men in senior positions than women and what we can do to address this. We also consider how to approach some of the historical patterns that contribute to the gender pay gap.

# Closing our gender pay gap

There are several initiatives and ongoing activities across RNIB supporting progress toward closing our gender pay gap.

## **Equity, Diversity and Inclusion (EDI)**

RNIB understands how critical equity and inclusion is in creating a fair and just society. Our commitment to accessibility and inclusion reaches beyond the scope of our charitable purpose and shapes how we behave and operate internally.

In 2024, we appointed an external supplier to conduct an EDI audit to measure the effectiveness of current EDI practices. The audit surfaced data and insights from the organisation which have been collated and constructed into a three-year strategic plan. This plan was approved in Q4 of 2025, and work is now underway to deliver the associated activities.

## **Inclusive recruitment and selection**

RNIB strives to provide equitable opportunities to attract and retain talented professionals. During the recruitment process, candidate applications are anonymised to mitigate any unconscious gender-based biases during the hiring process.

As part of our mission to improve pay equity, roles undergo a thorough job evaluation and benchmarking process to support fair and consistent decision making. We also clearly state salaries on all job adverts. This transparency helps to mitigate pay gaps that may arise from unconscious bias and helps support equitable negotiation.

## **Colleague networks**

RNIB continues to support five colleague networks: Disability, LGBTQ+, Race Forward (race and ethnicity), VIBE (visual impairment and blind experiences) and gender equity.

Within the past year, the women's network has transformed into a gender equity network. The gender equity network is open to all colleagues, regardless of their gender and gender identity. Within the network,

dedicated streams support conversations relating to women, men, and gender non-conforming colleagues, which will be supported by our LGBTQ+ network.

In 2026, all streams will be expected to come together to create a gender equity plan that meaningfully engages colleagues across all genders to take targeted action to end gender discrimination in all its forms.

### **A note on sex and gender**

This report is based on colleagues' own classification of their gender rather than a binary definition of sex, which is assigned at birth as either male or female, in accordance with the regulations for Gender Pay Reporting. As a result, colleagues who haven't identified their gender, or who don't identify their gender as male or female are omitted from the data. For this data set, 91 (8.1 per cent) of our colleagues haven't identified their gender and 8 (0.8 per cent) identify their gender as non-binary.





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