

Blind Veterans UK gender pay report

Blind Veterans UK had 575 employees on the 5 April 2020, of those 382 were women and 193 were men. In order to calculate the gender information the hourly rate of all staff is taken in to consideration as of this 'snap shot' date.

Gender pay gap data

The Blind Veterans UK mean gender pay gap is 7.8%.

The Blind Veterans UK median gender pay gap is -1.5%.

No bonus payments are made to any Blind Veterans UK employees.

2.11 Pay quartiles by gender

The following table shows the percentage of male and female employees in each quartile of the Blind Veterans UK pay range.

	Male	Female	Description
A	30.6%	69.4%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	37.5%	62.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	26.4%	73.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	39.9%	60.1%	Includes all employees whose standard hourly rate places them above the upper quartile

Measures to address the gender pay gap

The Blind Veterans UK gender pay gap is 7.8% at 5 April 2020. 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.

We have a clear policy of paying equally for the same or equivalent work, regardless of gender. All our jobs are evaluated using the objective and analytical Korn Ferry (formerly Hay) job evaluation method by qualified and experienced practitioners. Our recruitment process is designed to reduce unconscious bias as far as possible through anonymised applications at the first stage, and a gender balanced interview panel where possible. We have also recently just concluded an independent Equality, Diversity and Inclusion audit and will be embedding some of the recommendations within the workplace.

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. This is the report for the snapshot date of 5 April 2020.

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.



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