

Sightsavers UK gender pay gap reporting

December 2025

What is the gender pay gap at Sightsavers?

- **In December 2025, the difference in mean pay* between male and female employees was 0.69% in favour of men.**
- In 2024, the mean difference was 1.89% in favour of men, in 2023, the mean difference was 3.13% in favour of men, in 2022, the mean difference was 3.17% in favour of men.
- This is substantially lower than the national average for each of the years and the fluctuations are very small.
- **The difference in median pay** between male and female employees is 0.08% in favour of men.**
- In 2024 the median difference was 1.56% in favour of men. In 2023 the difference in median pay was 3.06% in favour of men.
- In addition, women account for around two thirds of our UK workforce, across all salary levels, including the 25% highest earners.
- In total, 71% of staff in the UK are women.

Definitions

*The mean salary is the average of all salaries and is calculated by adding all the salaries and dividing them by the total number of salaries.

**The median salary is calculated by adding together the salaries of everyone working in an occupation and then dividing the total by the number of people.