



**MI5**  
**GENDER**  
**PAY GAP**  
**2019**



# MI5 Gender Pay Gap Report 2019

Diversity and inclusion are vital to MI5's mission to keep the country safe. As an organisation, we aim to create a strong workforce that delivers operational success by attracting, nurturing and rewarding talent, encouraging innovation and supporting collaboration.

We continue to work to foster an environment where everyone can be themselves and fulfil their potential. However we know that there is more to do to ensure our workforce fully supports and reflects the country, people and values that MI5 works so hard to protect.

## Background

In 2017, the Government announced legislation that made it statutory for all organisations with 250 or more employees to report annually on their gender pay gap. MI5 have been publishing our Gender Pay Gap figures externally since 2018.

It is important to note that the gender pay gap is different to equal pay. Equal pay deals with the difference in pay for men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between men and women across the entire organisation.

## Data

As of 31 March 2019, MI5 headcount had close to 5,000 employees, of which 42% were female.

## Ordinary pay

The mean<sup>1</sup> gender pay gap is the difference between mean pay for female and male employees. In MI5, the mean pay for men is **11.4%** higher than for women.

The median gender pay gap is the difference between median "ordinary pay" for female and male employees. In MI5, the median pay for men is **13.7%** higher than for women.

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<sup>1</sup> Mean is the sum of all pay divided by the number of people; the median is the middle-ranked pay where you line all salaries up in ascending order.

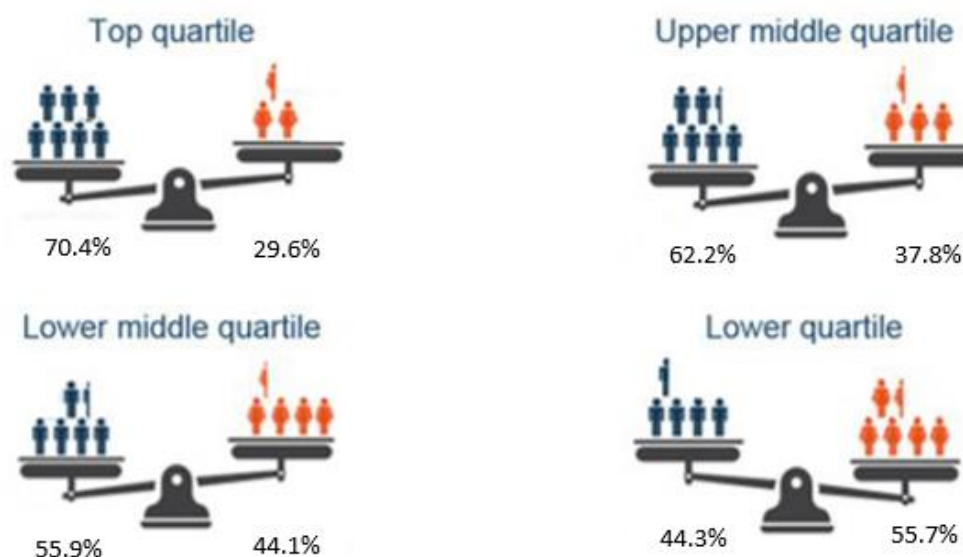
## Bonuses

The mean gender pay gap for bonuses is the difference between the bonuses paid to male and female employees. In MI5, the mean gender pay for bonuses for men is **19.3%** higher than for women.

The median gender pay gap for bonuses is the difference between the bonuses paid to female and male employees. In MI5, the median gender pay gap for bonuses for men is **16.3%** higher than for women.

The proportion of employees paid a bonus is **33.9%** of men and **37.4%** of women.

## Proportion of men and women in each pay quartile



## Strategy

MI5 is committed to reducing gender pay disparities. There is a healthy female talent pipeline, with significant gender improvements amongst the most senior grades in the organisation, exceeding our target of 35% female staff at Senior Civil Service for the third year in a row. We maintain our ambitious target to meet our Civil Service Grade 6 target of 45% female representation by 2021.

MI5's leadership statement reflects the value held for our people and the need to create an environment for our people to give their best. We uphold the highest standards of leadership, and resolve to be inclusive, supportive and respectful, giving us the ability to empower, encourage and motivate our people.

To support the progression of women through the organisation, we have put in place actions which include:

- An Inspiring Women Leaders programme, to offer targeted development to talented women,
- Maximising talent and leadership opportunities for female employees through external conferences and programmes,
- Monitoring of gender talent development and appointments,
- Encouraging women to apply for promotion and supporting their preparation for the step up, at all grades,
- Mentoring and/or career counselling to female employees aspiring to work in senior management roles,
- Brought in external experts to equality proof our hiring process to ensure they are as fair and bias free as possible, with gender balanced panels,
- High engagement with the work of MI5's gender network.
- Commissioned a shadow board for the Executive Board to reflect a greater diversity of thought and representation at Board level

We recognise there is still more to do, and we will continue to raise awareness, highlight barriers and influence action that can help further reduce these gaps across all business areas.

## Next steps

- MI5 will continue to engage with SIS, GCHQ and staff networks to monitor and report on diversity, and collaborate with gender champions on action plans.
- MI5 will continue to analyse our pay and reward figures to ensure that we are taking the right steps to address the pay gap.
- MI5 are conducting a review of our bonus system, as we recognise that more can be done to support our flexible workers to receive the highest box markings. We will continue to work with our diversity networks to better understand and remove these barriers.