



**MI5**  
**GENDER**  
**PAY GAP**  
**2020**



## Gender Pay Reporting 2020

MI5 is committed to accelerating pace to deliver a diverse and inclusive workplace, harnessing and growing the talents of all sorts of people from all sorts of backgrounds. As an organisation we have become more diverse and more inclusive in recent years but we still have further to go.

Our mission to keep the country safe remains the same and our strategy underpin our efforts to deliver these shifts and find the best ideas and ways of working, embracing diversity in all its forms as an evolving, thriving, inclusive organisation.

## 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 or similar job or work of equal value. It is unlawful to pay people unequally because they are a man or woman.

## Data

As of 31 March 2020, MI5 headcount was over 5000 employees, of which **43%** were female.

## Ordinary Pay

The mean<sup>1</sup> gender pay gap is the difference between mean pay for male and female employees. In MI5, the mean pay for men is **13.0%** higher than for women

The median gender pay gap is the difference between median “ordinary pay” for male and female employees. In MI5, the median pay for men is **16.5%** higher than for women.

## 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 **19.0%** higher than for women.

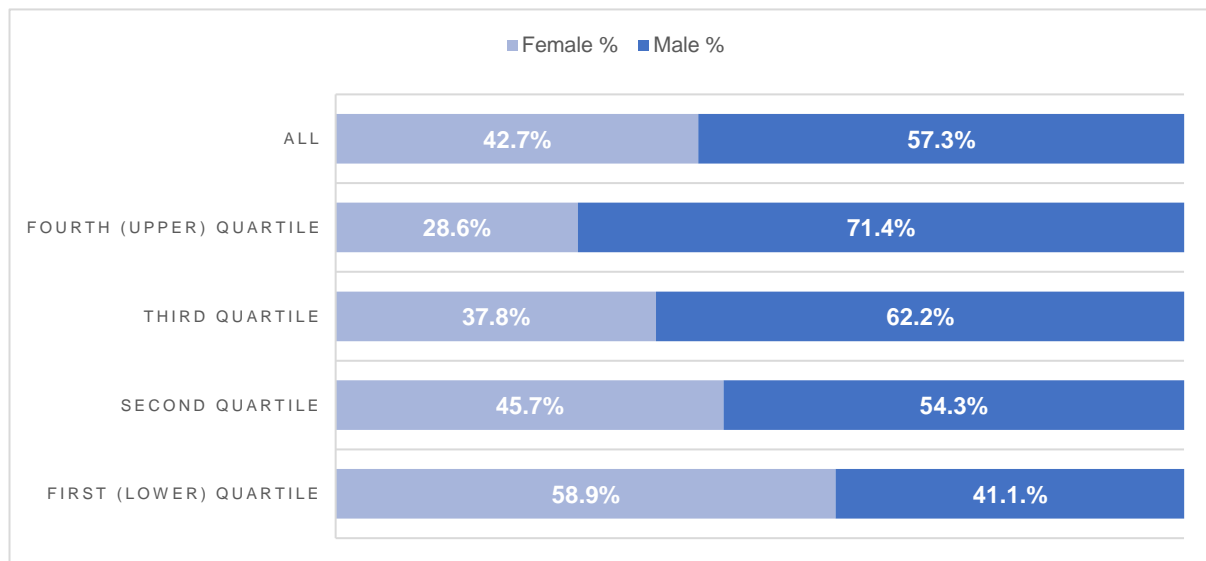
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<sup>1</sup> **Mean** is the sum of all pay divided by the number of people; the **median** is the middle-ranked pay where you line all salaries up in ascending order.

The median gender pay gap for bonuses is the difference between the bonuses paid to male and female employees. In MI5, the median gender pay for bonuses for men is **14.9%** higher than for women.

The proportion of employees paid a bonus is **37.0%** of men and **37.8%** 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, by exceeding the target of 35% female staff at Senior Civil Service for the fourth year in a row. We continue to 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 in which our people are held and the importance of creating an environment where everyone can give their best, something that has been fully tested. 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. This has been a high priority for us during the Coronavirus outbreak.

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

- An Inspiring Women Leaders programme, to ensure we offer targeted development to women. This has now been adapted in light of Covid-19 to be rolled out virtually to target all staff working during this period,
- Maximising talent and leadership opportunities for female employees through external conferences and programmes,
- Monitoring of gender talent appointments and promotions,
- Encouraging women to apply for promotion and supporting their preparation for step up, at all grades,
- Mentoring and/or career counselling for female employees aspiring to work in senior management roles across the organisation,
- Brought in external experts to equality proof our hiring process to ensure they are fair and bias free as possible, with gender balanced panels,
- High engagement with the work of MI5's gender network.

We recognise there is still more to do in addressing the pay gap, 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 are conducting a review of the bonus system, as we recognise that more can be done to support our flexible workers and those at the junior grades to receive the highest box markings. We will continue to work with our diversity networks to better understand and remove these barriers.
- MI5 will continue to analyse our pay and reward figures to ensure that we are taking the right steps to address the pay gap.
- Monitor the impact of changes to our working practices as a result of Covid-19 restrictions to identify any potential negative affect on the progression of women in the workplace.