



MI5

GENDER
PAY GAP

2018



MI5 Gender Pay Gap Report 2018

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

We've worked hard to foster an environment where everyone can be themselves and fulfil their potential. But we know there's 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 early 2017, the Government announced legislation making it statutory for organisations with 250 or more employees to report annually their gender pay gap. We published our 2017 figures internally earlier this year. On 13 November 2018, the UKIC Board took a decision to fully publish our 2018 report.

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, which is illegal. The gender pay gap shows the difference in the average pay between men and women across the entire organisation.

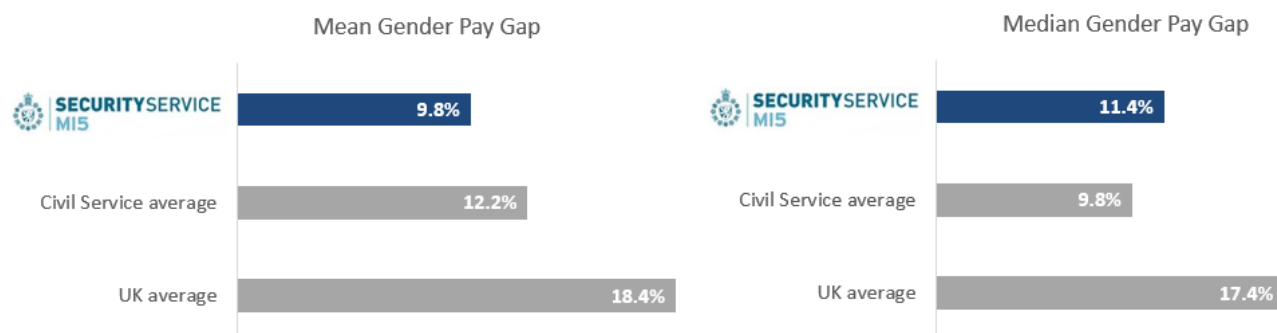
Data

As at 31 March 2018, the MI5 had just over 4000 employees of which **42%** were female.

Ordinary pay

The mean¹ gender pay gap is the difference between mean pay for female and male employees. **In MI5, the mean pay for men is 9.8% 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 11.4% higher than for women.**

Ordinary gender pay gap 2017-2018



¹ 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.

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Bonuses

The mean gender pay gap for bonuses is the difference between the bonuses paid to female and male employees. **In MI5, the mean gender pay gap for bonuses for men is 16.6% higher than for women.**

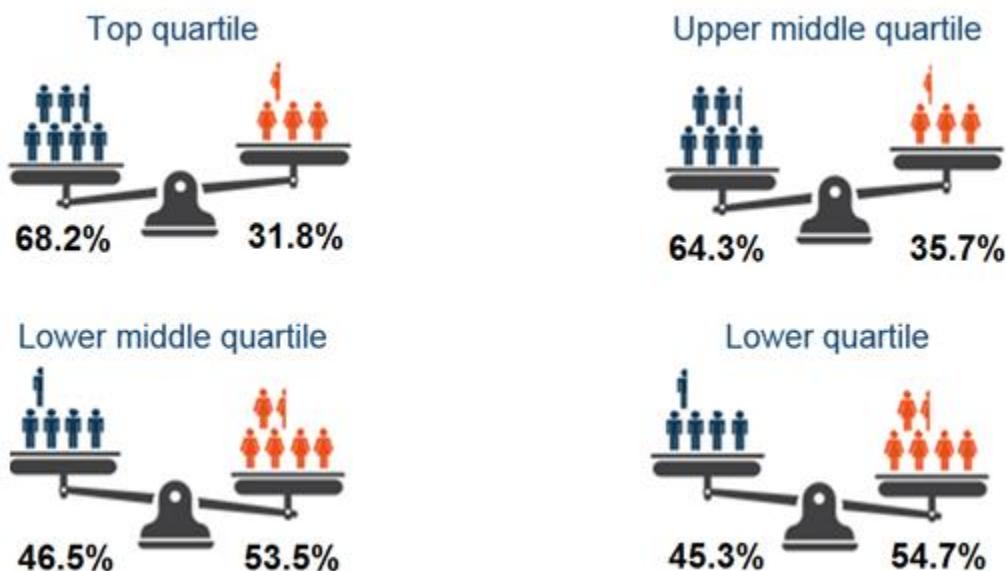
The median gender pay gap for bonuses is the difference between the bonuses paid to female and male employees. **In MI5, the median gender pay gap for bonuses for men is 16.2% higher than for women.**

The proportion of employees paid a bonus is **34.7%** of men and **35.3%** of women.

Ordinary gender bonus gap 2017-2018



Proportion of men and women in each pay quartile:



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Strategy

MI5 is committed to improving gender progression and there is a healthy female talent pipeline. Last year we exceeded our ambitious target of 35% female staff at Senior Civil Service levels, but we will need sustained focus to meet our Civil Service Grade 6 target of 45% female representation by 2021.

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

- A UKIC Inspiring Women Leaders (IWL) programme to ensure we offer targeted development to bring on talented women
- Maximising talent and leadership opportunities for female staff through external conferences and programmes
- Gender balanced panels and mandatory unconscious bias training for all independents.
- 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 staff aspiring to work in senior management roles.
- High engagement with the work of MI5's gender network (GENIE).
- Participation in Business in the Community's gender benchmarking where we achieved 'Gold' banding for our work on gender and recognition by The Times as a Top 50 Employer for Women for the last three years.

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

- Discussions with UKIC partners to see what more we can do together to improve all our figures.
- Further analysis of our pay and reward figures to ensure we are taking the right action to address the pay gap.
- Engagement with the Branch and MI5 people groups to look at how this ties in with our response to the 2018 Staff Survey.