

MS Society pay gap report

We believe that our workforce (both volunteers and staff) must reflect the true diversity of the MS community and wider society. And that everyone must feel included and empowered in their role while being themselves. We're committed to building and maintaining a culture that values difference as a core strength and fosters inclusivity.

We launched our EDI strategy in 2021, and committed to introduce pay gap reporting against all of the protected characteristics as soon as we've collected a statistically relevant level of data.

In 2021, our gender pay gap was 4.45%, a marginal movement on the gender pay gap of 2.06% reported in 2020. We believe this is mainly due the closure of our main offices and the resulting change in the profile of roles, particularly in the lower pay quartiles.

While our gender pay gap is relatively low amongst the charities we use as a benchmark, we want to close it entirely. We'll continue to look at ways to do this.

Gender pay gap (reporting at April 2022, the requirement for 2021)

- Total number of employees in pay gap calculation 263 (10 employees based in NI fall outside this calculation)
- Our mean gender pay gap is 4.45% (2.06% in 2020)
- Our median gender pay gap is 5.20% (2.01% in 2020)
- We do not have a bonus payment system

This table shows the percentage of female and male staff in each section of our pay range at April 2021

Pay	Male	Female	Male	Female
Upper (75-100%)	22	43	34%	66%
Upper Middle (50-75%)	23	43	35%	65%
Lower Middle (25-50%)	16	50	24%	76%
Lower (0-25%)	17	49	26%	74%
Total	78	185	30%	70%

We believe this information is correct and accurate.

What we're doing to close our gender pay gap

In 2021, we launched our Equality, Diversity and Inclusion Strategy, recognising our progress hasn't been as fast or as ambitious as it should've been. We've

committed to do more, including continuing to find ways to reduce the gender pay gap.

Already since April 2021 we've:

- Introduced our smart working policy to help create a more flexible, modern, inclusive and collaborative environment. It gives more flexibility about when and where people work. And also allows staff to combine work with other important demands on their time such as childcare and other caring responsibilities.
- Actively listened to colleagues, including creating opportunities to have purposeful conversations with colleagues on areas that are important to them. This includes employee voice, development, bringing the strategy to life, employee experience and equality, diversity and inclusion.
- Introduced new leave policies which give employees the opportunity to buy and sell annual leave (up to 5 days) and the opportunity to choose whether they work bank holidays or not.
- Committed to always advertise externally for roles at Head and Director level, to make sure we give senior opportunities to a wide range of candidates. And make sure recruitment for senior positions always includes working with an agency with a strong track record on recruiting staff from under-represented backgrounds. We hold all agencies we work with, as well as ourselves, to account for providing a pool of candidates that reflect the diversity of the society we live and work in.
- Introduced anonymous recruitment (where recruiters don't see candidates' names on applications).
- Delivered unconscious bias training to all new managers and other staff involved in recruitment decisions.
- Introduced an apprenticeship scheme where we look to recruit candidates with strong potential but some experience gaps and then support them to learn on the job.

Going forward we also plan to:

- Explore setting up a paid internship scheme targeted at candidates from backgrounds currently under-represented at the MS Society.
- Continue to support flexible, family-friendly employment policies and practices. Such as supporting women who take time off to have children to return to work when they'd like to. And we support partners to take time off too. But there's more we can do in this area and we've started a review to see how these can be further improved. We hope this will result in more policies and practices being launched in 2022.
- Make sure we get diverse candidates for our roles through advertising vacancies in media that will reach candidates currently underrepresented
- Reform our interview processes more to eliminate unconscious bias. For example by providing interview questions in advance where roles don't require thinking under pressure.