



## Gender Pay Gap Report 2023

We believe our workforce (both volunteers and staff) must reflect the true diversity of the MS community and wider society. Everyone should feel included and empowered in their role while feeling able to bring their whole selves to work if they chose. We're committed to building and maintaining a culture that values difference as a core strength and fosters inclusivity.

We launched our Equality, Diversity and Inclusion (EDI) Strategy in 2021 and committed to introduce disability and ethnicity pay gap reporting. We plan to do this for all of the protected characteristics as soon as we've collected enough data.

In 2022, our gender pay gap was 4.57%. While this remains consistent with the low 2021 level, and is relatively low amongst the charities we use as a benchmark, there's still a gap. We want to close it entirely and we'll continue to look at ways to do this.

**Our gender pay gap** (reported in April 2023, based on the data snapshot from 2022):

- Total number of employees in pay gap calculation 265 (10 employees based in NI fall outside this calculation)
- Our mean gender pay gap is 4.57% (4.45% in 2021)
- Our median gender pay gap is 1.82% (5.20% in 2021)
- 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 2022.

Pay	Male	Female	Male	Female
Upper (75-100%)	24	39	38%	62%
Upper Middle (50-75%)	17	47	27%	73%
Lower Middle (25-50%)	18	46	28%	72%
Lower (0-25%)	17	47	27%	73%
<b>Total</b>	<b>76</b>	<b>179</b>	<b>30%</b>	<b>70%</b>



## What we're doing to close our pay gap

The launch of our EDI Strategy recognised our progress hasn't been as fast or as ambitious as it should have. We've committed to do more to promote inclusivity and address discrimination and this includes continuing to find ways to reduce our gender pay gap. And understanding more about our other pay gaps.

So far, 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, creating opportunities to have purposeful conversations on areas that are important to them. This includes employee voice, development, bringing our organisational 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 make senior opportunities available to a diverse pool of candidates. Making sure recruitment for senior positions always includes working with an agency with a strong track record in 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 and the wider community in which we live and work.
- 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. We've already recruited candidates with strong potential and are supporting their learning while they're working with us.

This year we plan to:

- Collect data to allow us to report on other pay gaps. As a minimum we hope to be able to report our ethnicity and disability pay gaps.

- Launch a paid internship scheme targeted at securing candidates from backgrounds currently under-represented at the MS Society.
- Commission an external pay and reward review to make sure our pay structure and approach is fair and transparent.
- Continue to support and develop our flexible, family-friendly employment policies and practices to make them more inclusive.
- Make sure we attract diverse candidates for our roles through advertising vacancies in media that will reach candidates from communities currently under-represented at the MS Society.
- Review and update our recruitment and on-boarding processes to make sure our interview processes remove unconscious bias.
- Offer easier ways for candidates to request reasonable adjustments and support with their requests. For example, by providing interview questions in advance where roles don't require thinking under pressure.
- By reimagining our EDI training offer we'll look to create a more inclusive culture. This training will expand colleagues understanding of EDI at all levels within the organisation. It will be tailored to our organisation and build in experiences from our staff and volunteers.
- Continue to support colleagues through our mentorship scheme, which helps us identify and support talented individuals and diversify our leadership.
- Update our management and leadership development training to make sure all colleagues are supported, managed and led sensitively, inclusively and confidently.
- Develop our use of EDI data to identify where we must prioritise interventions and the impact of our actions.