

## **Gender Pay Gap Report 2025**

We believe our workforce (volunteers and employees) should reflect the true diversity of the MS community. Everyone should feel included and empowered in their role while feeling safe to bring their authentic 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.

In 2024, our gender pay gap was 4.97%. This is lower than in 2023 and is low amongst the charities we use as a benchmark. However, we want to close it entirely and we'll continue to look at ways to do this.

### **Terminology**

This report fulfils our legal obligation to undertake gender pay gap reporting as an organisation of over 250 employees. The report is based on data captured from national insurance and HMRC information which is based on the binary definition of sex (assigned at birth). To reflect this, the terms male and female are used through this report. However, we acknowledge that some colleagues may not identify with either of these terms.

### **Our gender pay gap (reported in April 2025, based on the data snapshot from 2024):**

- Total number of employees in pay gap calculation 279 (10 employees based in NI fall outside this calculation)
- Our mean gender pay gap is 4.97% (7.63% in 2023)
- Our median gender pay gap is 1.52% (3.68% in 2023)
- 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 in April 2024.

Pay	Male	Female	Male	Female
Upper (75-100%)	21	48	30%	70%
Upper Middle (50-75%)	16	54	23%	77%
Lower Middle (25-50%)	20	50	29%	71%
Lower (0-25%)	16	54	23%	77%
Total	73	206	26%	74%

### **Why does a pay gap still exist?**

- There are more males employed in upper section of our pay scale compared to other sections. While most females are in the lower middle section.
- We have more females who work part-time hours.

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

As part of our ongoing Equity, Equality, Diversity and Inclusion (EEDI) work, we have committed to continuing to find ways to reduce our gender pay gap and understanding more about our other pay gaps in other characteristics. This work forms part of our transformation project which is looking at improving our internal culture.

To reduce our pay gap we have already:

- Delivered an updated management and leadership development training programme. This will ensure all colleagues are supported, managed and led sensitively, inclusively and confidently.
- Through our Aspire management programme we have evaluated our approach to hybrid working. The project team provided recommendations for how our managers can support colleagues through hybrid working.
- The Aspire programme gives internal staff the skills needed to become managers and supports our ambitions to redress the gender imbalance at the top of the organisation. There have been more female than male participants in each cohort since 2021, based on HMRC data. We do recognise that there are other imbalances and inequities at the higher levels of the organisation and we are committed to redressing these.
- 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.
- We offer easier ways for candidates to request reasonable adjustments and support with their requests.
- We have expanded our EEDI training offer. To support this, we recruited an expert EEDI trainer to raise awareness as well as supporting behavioural change. This will help to support our aspirations to create a more inclusive culture.
- Introduced anonymous recruitment. Recruiters do not see any of the personal information of candidates 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. Between 2021 and 2024 we have recruited 8 apprentices and 75% were female.

This year we plan to:

- Continue to build trust with colleagues to allow them to feel safe to share their sensitive personal information to collect data to allow us to report on other pay gaps. As a minimum we will look to report our ethnicity and disability pay gaps.

- 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. For example, as a Stonewall Diversity Champion we can advertised through their recruitment portal Proud employers.
- We will review and update our recruitment and on-boarding processes to make sure our interview processes remove the potential of unconscious bias. For example, we now have safer recruitment training which supports good practice when recruiting to roles.