



MS Society Gender Pay Reporting March 2018

Introduction

We are committed to equality of opportunity for everyone and we are making good progress with our Equality, Diversity and Inclusion Strategy and the actions we are taking to implement it.

At the MS Society we believe in equality of opportunity for everyone, regardless of any legal requirements; because it's the right thing to do. It is part of our wider commitment to ensure that we continue to live up to our values.

Gender pay gap reporting gives us opportunity to learn from others and to continually seek improvement in what we do and how we behave; something else we take seriously at the MS Society.

We take any gap in pay seriously and will continue to look at ways in which we can ensure that the gap is closed; recognising that we are currently at the lower levels when compared with other similar organisations, or other charities.

Gender Pay Gap (reporting at April 2018)

Our mean pay gap has narrowed a little since 2017 and our median increased a little under 1%.

The MS Society mean gender pay gap is 4.39 (5.27% 2017).

The MS Society median gender pay gap is 6.63% (5.71% 2017).

There is currently no bonus payment system at the MS Society.

The table below shows the percentage of female and male staff in each quartile of the MS Society's pay range at April 2018:

| Pay | Male | Female | Male | Female |
|-----------------------|------|--------|------|--------|
| Upper (75-100%) | 25 | 47 | 35% | 65% |
| Upper Middle (50-75%) | 25 | 48 | 34% | 66% |
| Lower Middle (25-50%) | 14 | 59 | 19% | 81% |
| Lower (0-25%) | 22 | 50 | 31% | 69% |
| | 86 | 204 | | |

We believe that this information is correct and accurate.



Addressing the gap

Our commitment to equality of opportunity for everyone is strong and we will continue to pursue that aim.

What we have already learned from the reporting is that we need to continue to ensure there is no unconscious bias when recruiting and or where people are placed on the pay scales when joining us. We are reviewing our induction training on equality, diversity and inclusion and looking at specific training we can use to address this area.

We are also developing a talent and succession process and one of the aims will be encouraging more female staff into senior positions. We continue to explore different ways to monitor and analyse our pay data.

We openly support flexible, family-friendly employment policies and practices which are a key component in helping alleviate a possible gender pay gap by supporting women who take time off to have children to return to work as soon as they would like to; and support men in taking time off too. We reviewed some policies in 2018 and have a program to review others in 2019.

We use an externally recognised evaluation system to ensure fairness of pay for similar roles, in evaluating roles and remuneration. We also benchmark what we pay for each role against other relevant charities across the sector and market rates.

One other way in which pay gaps can emerge is, research has shown, that males are often able to negotiate higher starting salaries. Our own data tells us that this is not the case for us and our system ensures that this doesn't happen. Also in 2018 20% of appointments to higher level roles were from internal candidates.

We believe that these positive actions, alongside current best practice, will help us close the gender pay gap we currently have but recognise that any initiatives to help us do that will take some time to show through in the results.

Nick Moberly

Chief Executive