



**SECRET
INTELLIGENCE
SERVICE** MI6

Gender & Ethnicity

Pay Gap

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FOREWORD FROM C



Today we publish our joint Gender and Ethnicity Pay Gap report. Diversity and Inclusion continue to remain at the heart of our Service and we recognise that we need to remain transparent and accountable in our commitment to reducing the gaps.

We are committed to better representing the population we serve, and to being a workplace where all of our staff thrive. We recognise that our success is dependent on harnessing the talent of the whole UK population, in all its diversity, to deliver our objectives.

- Our Gender Pay Gap figures for 2024 are: 7.9% (mean) and 10.0% (median). Our

mean gender pay gap has increased slightly since 2023, while our median pay gap has decreased since 2023. This means that women's average pay in the Service remains below that of men.

- Our Ethnicity Pay Gap figures for 2024 are 9.4% (mean) and 11.5% (median). This is an increase in the mean ethnicity pay gap, but a decrease in the median since 2023. This means that the average pay of Ethnic Minority (EM) colleagues is lower than that of white colleagues.

- Our Gender Bonus Gap figures for 2024 are -2.5% (mean) and -2.8% (median). This is similar to the 2023 figure, showing that on average the bonus received by women is marginally higher than that received by men.

- Our Ethnicity Bonus Gap figures for 2024 are

6.3% (mean) and 2.7% (median). While this is a rise in the mean and a fall in the median compared with 2023, the figures show that the average bonus received by EM colleagues is smaller than received by white colleagues.

These rises are disappointing and we are committed to taking action and regularly reviewing our work on Diversity and Inclusion. Ultimately, in a fully equal organisation there would be no pay gaps. These figures show that we have much more to do. We will continue to maintain our focus on recruiting, retaining and progressing staff from under-represented backgrounds as their talent deserves.

INTRODUCTION

In 2017, the government introduced legislation requiring organisations with 250 more employees to report on their Gender Pay Gap by 30 March each year. Whilst SIS is not legally obliged to publish these statistics by virtue of Schedule 2 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, we believe that it is the right and transparent thing to do.

This report includes:

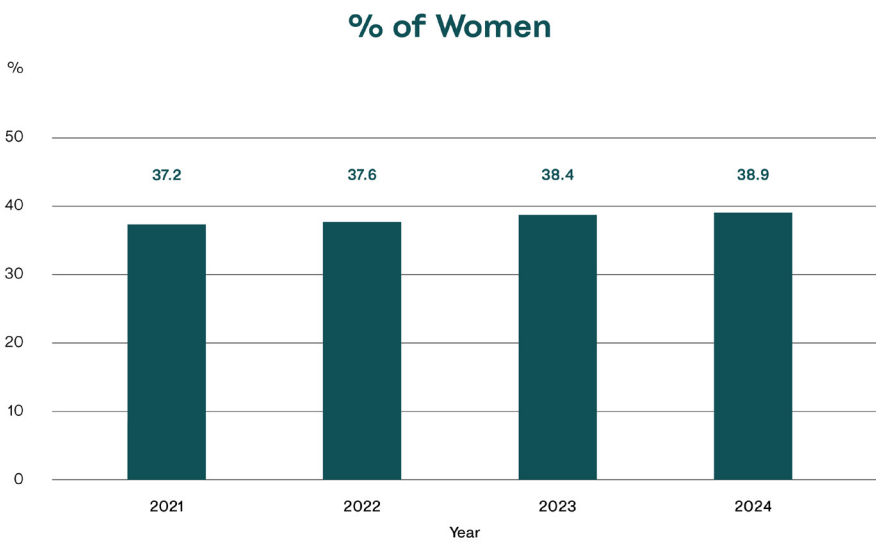
- The mean and median gender hourly pay gaps;
- The mean and median gender bonus pay gaps.

There is no legal requirement to publish Ethnicity Pay Gaps. However, SIS published an Ethnicity Pay Gap report for the first time in 2023. This reflects our commitment to Diversity and Inclusion. We include the same categories for ethnicity as for the gender report.

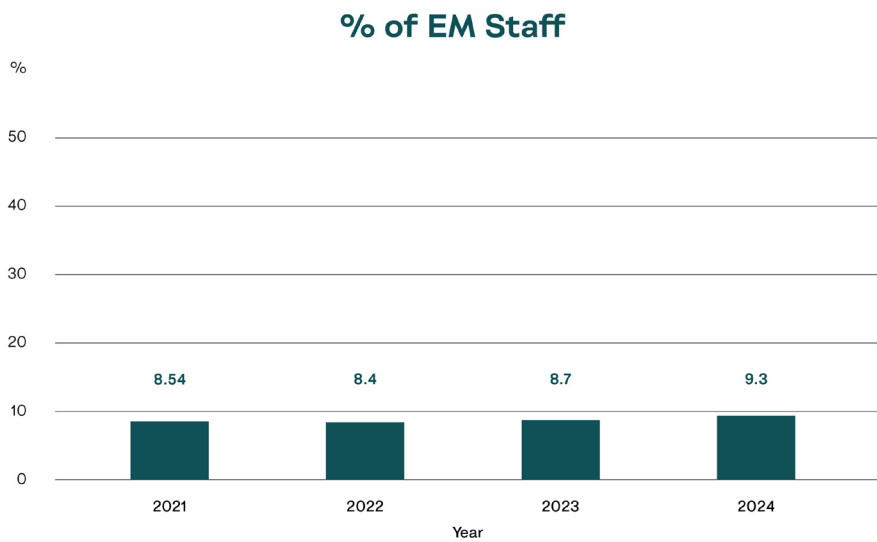
Pay data is based on a snapshot of all SIS permanent employees on 31 March 2024.

SIS EMPLOYEE REPRESENTATION RATES

Representation of both women and ethnic minority groups as a percentage of the SIS workforce has risen over the last three years.



Women's Representation Rate: 38.9%



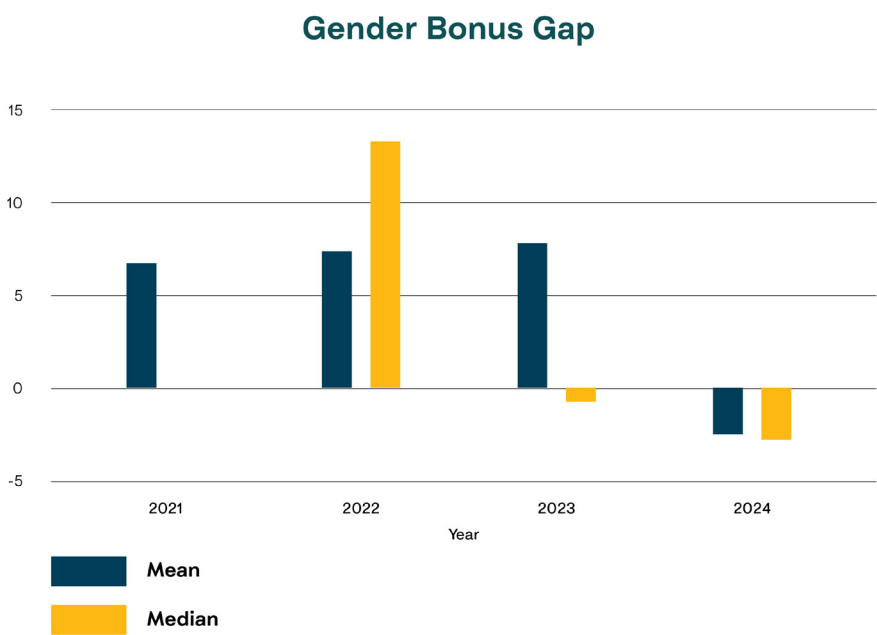
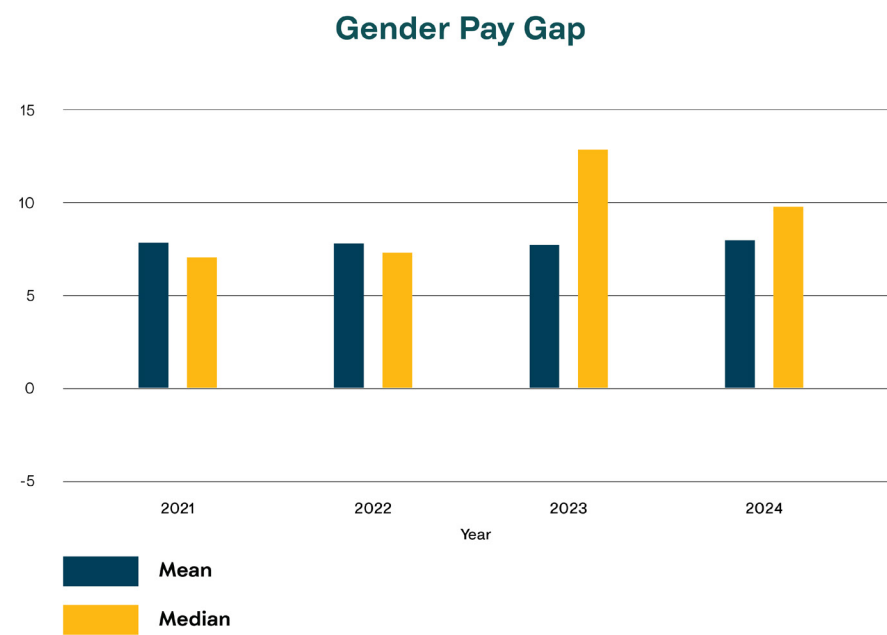
EM Representation Rate: 9.3%

GENDER PAY GAP AND BONUS GAP

The mean Gender Pay Gap figure for 2024 is 7.9%; this is a slight increase in the mean from 2023 of 7.2%.

The median Gender Pay Gap for 2024 is 10.0%; a reduction in the median from 2023 of 12.9%.

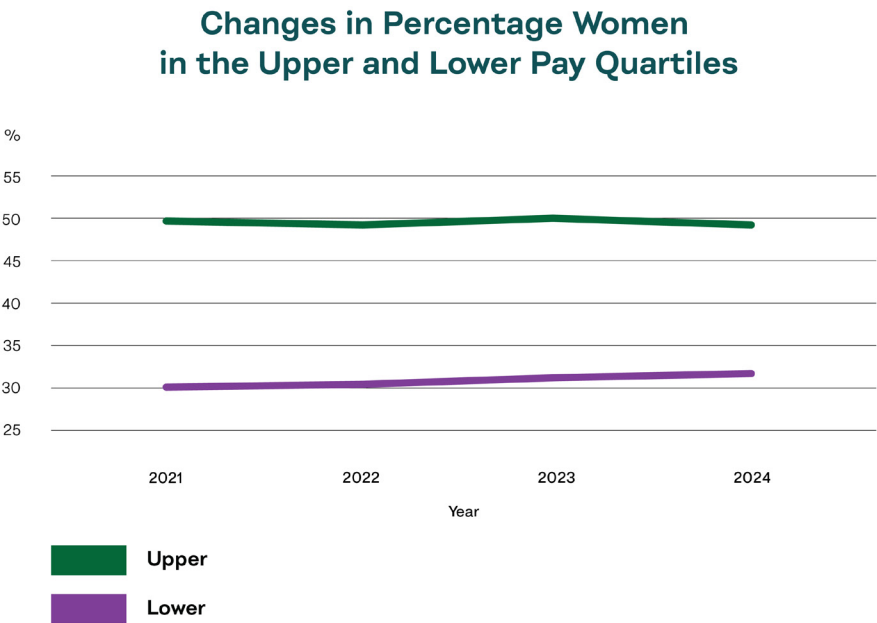
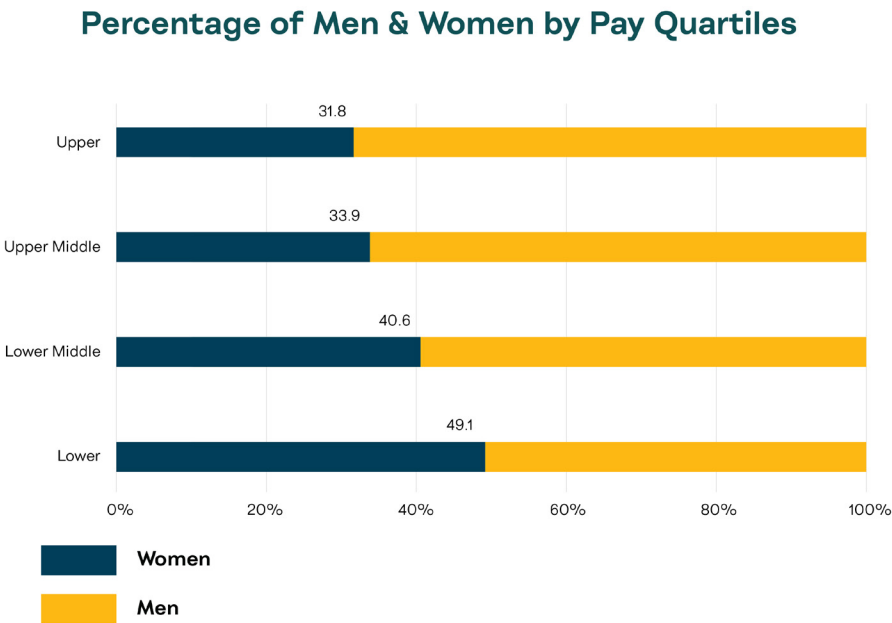
The mean Gender Bonus Gap figures for 2024 are -2.5% and -2.8% median. Women received marginally higher bonus rates than men in 2024.



PAY QUARTILES – GENDER

There is some evidence of a gradual increase in the percentage of women in the upper pay quartile over time (top line). This has the result of narrowing the mean Pay Gap over time.

The percentage of women in the lower pay quartile has stayed approximately constant since 2021 at 49.1%. However, within this lower-pay quartile, more women than men join SIS at the lowest pay points: at the most junior entry grade 63% of new joiners are women, whereas at the next grade up, 34% of new joiners are women.

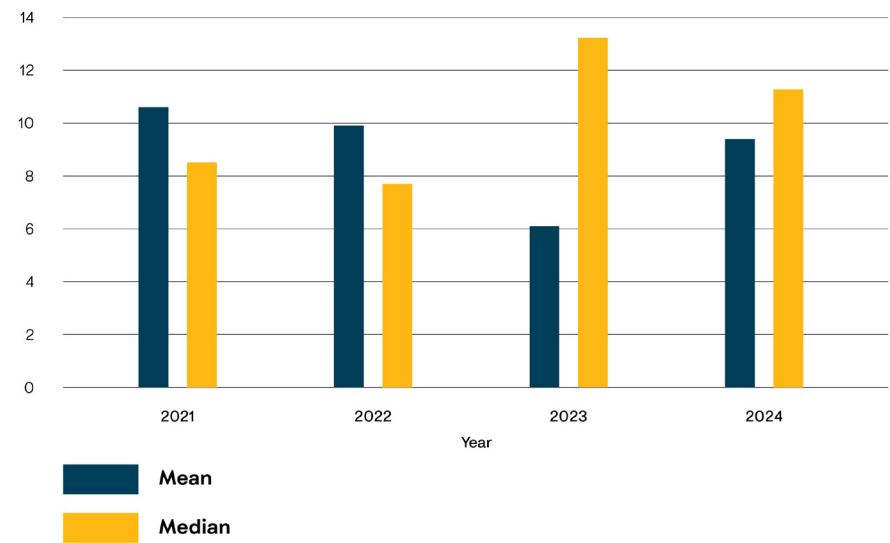


ETHNICITY PAY GAP AND BONUS GAP

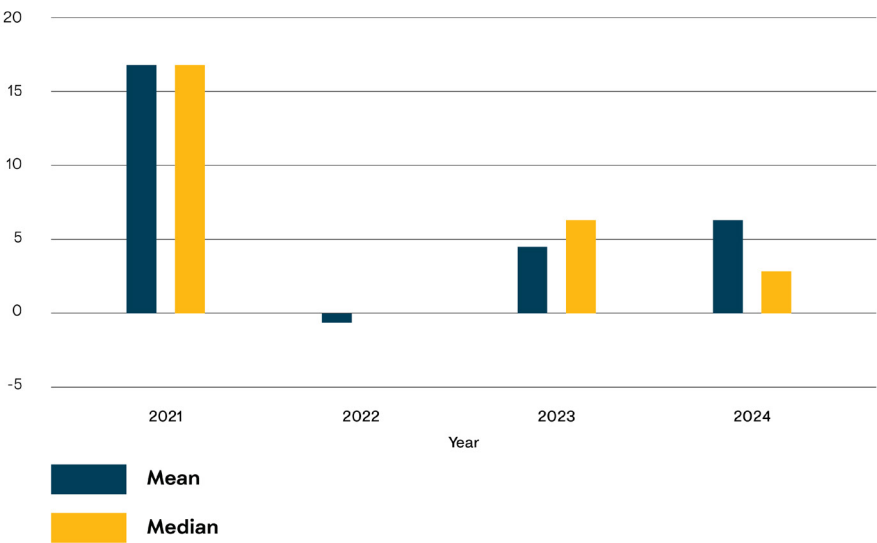
The mean Ethnicity Pay Gap figure for 2024 is 9.4% and the median is 11.5%. This is an increase in the mean from 2023, but a decrease in the median (from 8.1% mean, and 13.2% median).

The mean Ethnicity Bonus Gap figure for 2024 is 6.3% and 2.7% median. This means that the bonus that White staff received is marginally higher than those received by EM staff.

Ethnicity Pay Gap



Ethnicity Bonus Gap

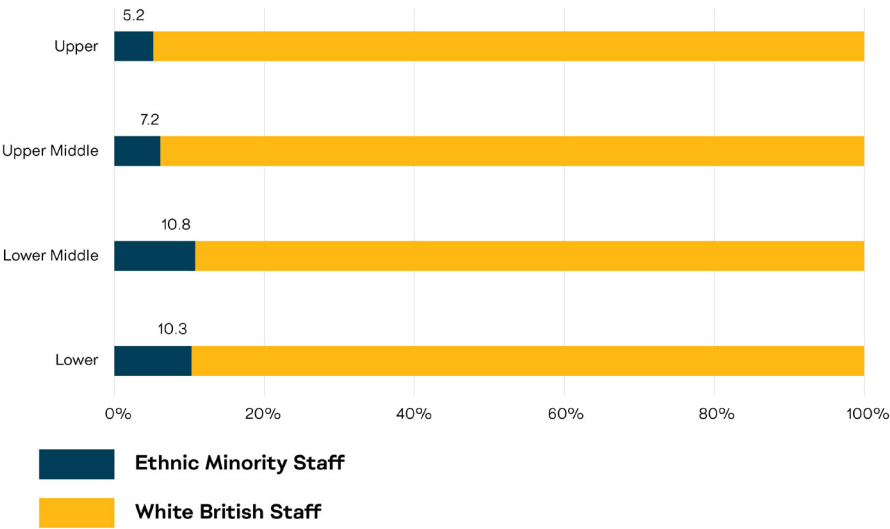


PAY QUARTILES – ETHNICITY

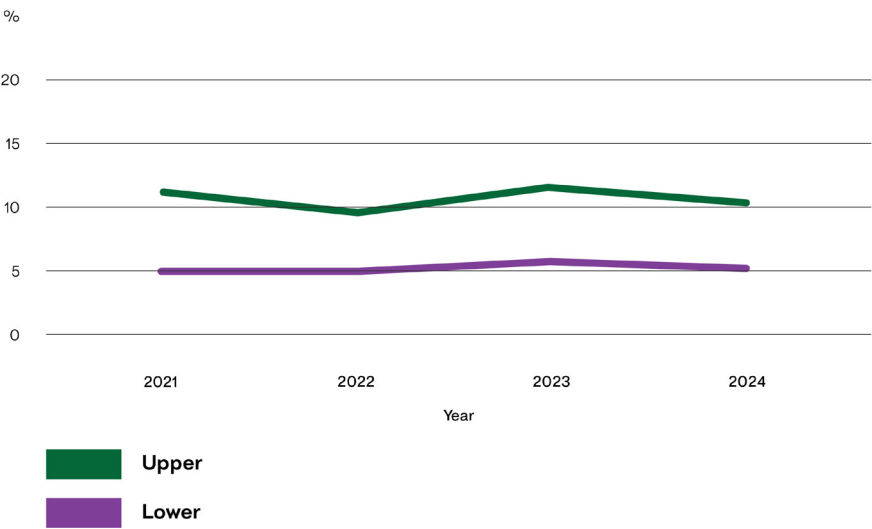
A growing proportion of our staff are from Ethnic Minority (EM) groups; 9.3% of our staff now come from EM groups, in comparison to 90.7% of our staff who are White. The proportion of EM and White staff in each pay quartile is as shown.

The percentage of EM staff in the upper pay quartile has remained constant (top line). The number of EM staff in the lower pay quartile (bottom line) has remained constant.

Percentage of EM and White Staff by Pay Quartiles



Changes in Percentage EM Staff in the Upper and Lower Pay Quartiles



NEXT STEPS – GENDER AND ETHNICITY

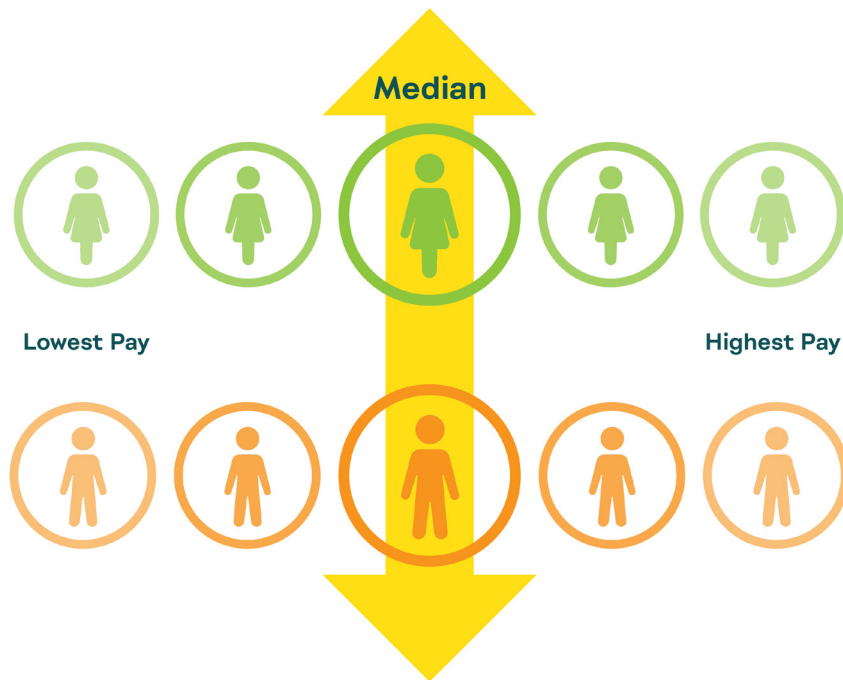
Our approach to closing our Gender and Ethnicity Pay Gaps in 2025 is as follows:

- Targeted outreach, marketing and recruitment strategies for women and EM communities, including via social media platforms.
- Development of a Service-wide strategy encompassing interventions which will impact the pay gap including: mentoring and coaching, leadership development, flexible working initiatives and wider training.
- Senior leadership sponsorship for aspiring women and EM leaders.

ANNEX – CALCULATIONS

Median Calculation

The median is the middle hourly pay when all of the hourly payments are lined up in ascending order.



Mean Calculation

The mean is the sum of all hourly pay in each group divided by the number of people being paid.



GLOSSARY

The definitions used in the report are:

Mean: The average calculated by summing all the values in a category and dividing by the total number of people in the category.

Median: The middle value calculated by ordering the data smallest to largest value and selecting the value in the middle of that list.

Ethnic Minority (EM): This category includes those who have identified as Black British, Asian British, Arab British, and Mixed Heritage.

White: This category includes those who have identified as white (English, Scottish, Welsh, Northern Irish), as well as those who identify as white minority groups (e.g. Roma, Traveller).

Gender: The gender category is based on primary identifying documentation (e.g. Birth Certificate, Passport, GRC etc.)