



SECRET
INTELLIGENCE
SERVICE MI6
GENDER PAY GAP

Background

In early 2017 the Government passed legislation to make it a statutory requirement for organisations with 250 or more employees to report annually their gender pay gap. While SIS does not have to publish this data, we believe it is important to be open about our progress, how important equality is to us, and our plans.

The Gender Pay Gap report shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. The gender pay gap is different to equal pay.

Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

SIS promotes the equitable treatment of all employees in its pay and reward. Our analysis of our pay data shows that the main cause of the pay gap is a greater proportion of women working in lower grades. As a result, the mean and median pay is lower for women. Bonus amounts also increase with grade and this explains why, on average, bonus mean and median pay are lower for women. The increasing proportion of women in our upper pay quartile is evidence that more women are taking advantage of career progression opportunities, and are successful in doing so.

Data

As at 31 March 2020, SIS's workforce head count was made up of **38% women** and **62% men**.

Ordinary pay

The mean gender pay gap is the difference between mean* pay for female and male employees. **In SIS the mean pay for men is 9.3% higher than for women.**

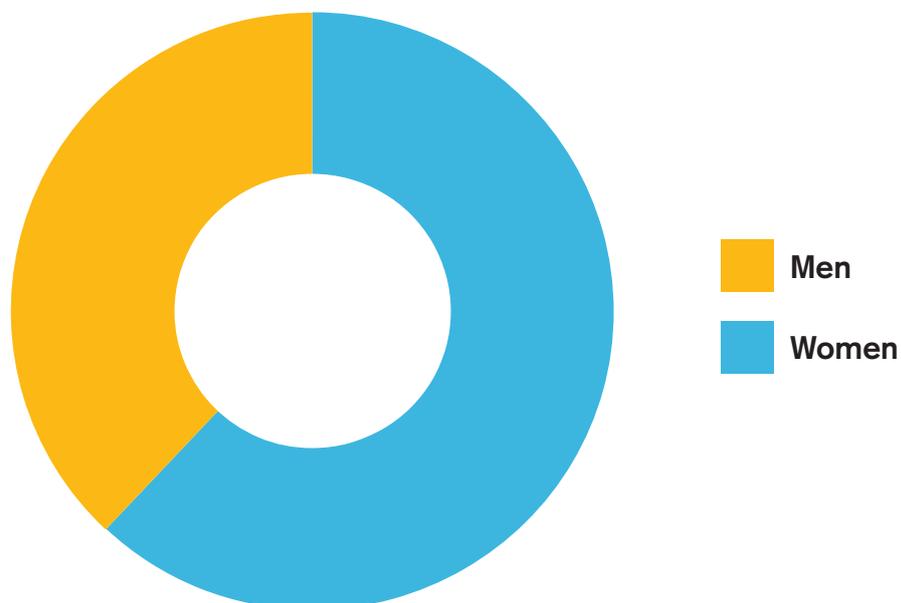
The median gender pay gap is the difference between median* pay for female and male employees. **In SIS the median pay for men is 7.1% higher than for women.**

Bonuses

The mean gender pay gap for bonuses is the difference between mean bonuses paid to female and male employees. **In SIS the mean gender pay gap for bonuses for men is 15.9% higher than for women.**

The median gender pay gap for bonuses is the difference between the median bonuses paid to female and male employees. **In SIS the median gender pay gap for bonuses for men is 39.8% higher than for women.**

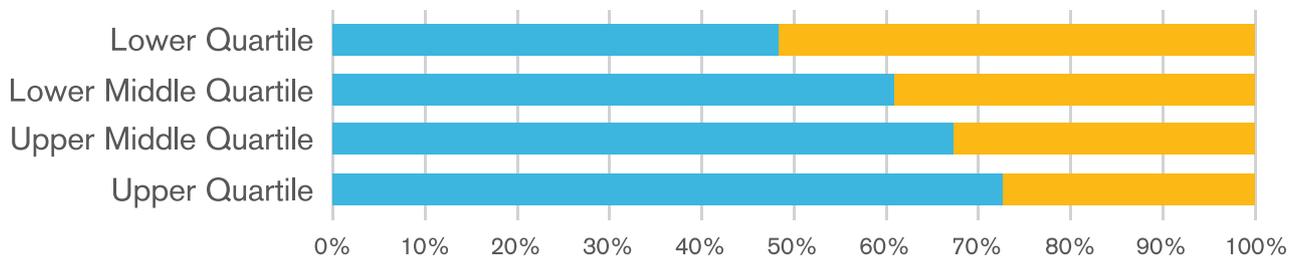
The proportion of employees paid a bonus is **48.8%** of men and **52.2%** of women. In line with the legislation, we have included all payments including small recognition payments that are paid throughout the year to recognise specific achievements.



* Mean is the sum of all pay divided by the number of people; the median is the middle-ranked pay when you line up all salaries in ascending order.

Proportion of Men and Women in each Pay Quartile

The figure below highlights the number of women in the lower quartile has gone down from 56% last year to 51.8%. While the lower middle quartile for women has gone up from 32% last year to 39.2%. The upper middle quartile has seen a slight decrease of women from 35% last year to 32.9%. There is also a small increase from 27% last year to 28.3% in the number of women in the upper quartile.



	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Men	48.2%	60.8%	67.1%	71.7%
Women	51.8%	39.2%	32.9%	28.3%

Next steps

Our SIS Inclusion and Diversity Strategy and plan focuses on our four main themes:

- attraction and recruitment of a diverse talent pipeline at all levels;
- removing barriers and increasing opportunities;
- managing and leading a diverse and inclusive Service;
- measuring our progress through benchmarking.

SIS is committed to achieving gender parity by addressing the under-representation of women at particular grades. Gender related data is informing positive action measures to market roles towards an increased outreach to women.

Further approved positive action measures to improve the representation of women at senior grades are as follows: mentoring, reverse mentoring and career sponsorship, Inspiring leaders programme, making job advertisements more inclusive, encouraging use of the gendered language tool, improving hiring manager guidance, diverse interview panels, structured interview panels. E-learning courses are made available to all staff on equality, diversity and inclusion, alongside policies on shared parental leave, flexible working, job share, compressed hours and part time policies. We will continue to monitor diversity data and work with our champion and diversity group on actions to ensure we are addressing the representation of women in the Service and thereby the gender pay gap.