



# MND Association

## Gender pay gap statement 2025

### Introduction

From this year, in accordance with legislation, the MND Association will report annually on its gender pay gap.

The gender pay gap is the difference in average pay between men and women in the organisation, expressed in percentages. It is important to emphasise that this is about average pay and is not an indication that men and women are paid differently for the same or equivalent work.

The Association is committed to creating a fair, inclusive and supportive workplace where colleagues can thrive. Providing equal opportunities and equitable pay is a part of strengthening the Association's ability to attract and retain the right talent, to support the drive towards the vision of a world free from MND.

### 2025 results

#### Hourly pay

The results for 2025 are based on data as at the snapshot date of 5 April 2025 and refers to hourly rates (based on annual salaries).

#### Percentage of men and women in pay quartiles

	% Male	% Female
<b>Lower pay quartile</b>	<b>17.1%</b>	<b>82.9%</b>
<b>Lower middle pay quartile</b>	<b>26.5%</b>	<b>73.5%</b>
<b>Upper middle pay quartile</b>	<b>34.3%</b>	<b>65.7%</b>
<b>Upper pay quartile</b>	<b>32.4%</b>	<b>67.6%</b>



## Mean and median gender pay gap

The **mean** (average) gender pay gap for hourly pay is 10.9% in favour of men. This means that for every £1 earned by a man, a woman earns 89.1p.

The **median** gender pay gap for hourly pay is 9% in favour of men. This means that for every £1 earned by a man, a woman earns 91p.

## Bonus pay

Bonus pay at the Association refers solely to low value spot recognition bonuses.

	% Male	% Female
<b>Percentage of men and women who received a spot bonus</b>	<b>14.70%</b>	<b>9.28%</b>

## Mean and median gender pay gap on bonus pay

The **mean** gender pay gap for bonuses is 22.07% in favour of men.

The **median** gender pay gap for bonuses is 25% in favour of men.

## Explaining the results

Women make up 78% of the workforce and the Association is proud they are well represented across all levels, including senior leadership. This reflects the charity's ongoing commitment to gender equity.

The gender pay gap shows that, on average, men earn more than women. This is because men hold higher-paid roles within quartiles and less of them work below management level.

Women are well-represented across all pay quartiles. In the highest pay quartile, 67.6% the Association's staff are women, and that is higher than national trends.

The Association's figures show that there is less of a gender pay gap than the UK national average of 13.1%. That said, the Association remains committed to reducing



its' gender pay gap, and to ensuring pay, reward, and recognition practices are fair, equitable and inclusive.

## What the Association is already doing

The Association provides equal pay for equal work. Over the last year, work has been done to evaluate and benchmark salaries, particularly for roles at the lower end of the pay structure. This has helped ensure fairness across all roles.

Workplace equity is also shaped by how employees feel supported day-to-day, and the opportunities they have available to them. To support this, there are a variety of enhanced benefits on offer with a focus on removing barriers and promoting wellbeing.

### These include:

- Enhanced maternity, paternity and adoption pay
- Enhanced annual leave, sick pay, compassionate leave and carers leave.
- Mental health and wellbeing support including an Employee Assistance Programme, Mental Health First Aiders, and additional bespoke support, counselling and training.
- Flexible working, and remote and hybrid working roles
- A growing women's Health Network including menopause awareness and support
- Free sanitary products in our restrooms
- Regular access to training, coaching and development

## Future commitment to doing more

### The Association will:

- Continually review the recruitment and internal promotion practices to ensure they're inclusive and free from bias.
- Conduct annual pay audits and improve structures around pay and pay decisions.
- Review the approach to bonus and recognition to ensure fairness.



- Promote further diversity in attracting potential staff where there's a gender imbalance. For example, targeting males into support and front-line delivery roles.
- Support flexible and part-time working at all levels to further improve progression opportunities.
- Develop career pathways, mentoring and leadership programmes to support women's progression.

The Association is proud of the support and help available for women to progress. The gender pay gap highlights the emphasis needed on attracting more males into the Association within support roles, in balance with continued emphasis on enabling women to progress. The charity is committed to continuously improving, listening to its people, and ensuring it remains a place where talent is recognised and supported at every level.

Addressing the gender pay gap requires sustained effort and accountability. Making continuous improvements over time will see progress made each year that will continue to build and sustain a workplace where everyone's contribution is valued equally.

For more information on our results please visit <https://gender-pay-gap.service.gov.uk/>

**Statement: I confirm that the information and data provided is accurate.**

Clare Walker

**Head of HR**

Jo Mountney

**Director of People, Culture, and Inclusion**

**MND Association**