



MAGDALEN COLLEGE SCHOOL HUMAN RESOURCES

Gender Pay Gap Reporting

MCS is an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish the results here, on the School's website, and on the government website (GOV.UK) within one calendar year of April 5th 2017.

This data has been approved for reporting by the Chairman of the Board of Governors.

Using the hourly rates of pay of all male and female employees, the School has a mean pay gap of 6.8%, and a median pay gap of 13.3%.

We do not pay bonuses to our staff, so we cannot publish the following:

- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males and females receiving a bonus payment.

The percentage of males and females in each **pay quartile** are as follows:

Quartile	Female %	Male %
Top quartile	34%	66%
Second quartile	32%	68%
Third quartile	62%	38%
Bottom quartile	42%	58%

Lily Prior, Human Resources Director, December 2017