



## 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 5<sup>th</sup> 2018.

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 4.75%, and a median pay gap of 9.88%.

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	43%	57%
Second quartile	40%	60%
Third quartile	55%	45%
Bottom quartile	48%	52%

Lily Prior, Human Resources Director, March 2019