MCS Oxford 2021 Gender Pay Gap report

MCS, as an organisation with more than 250 employees, is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Gender pay, bonus gap and gender distribution**

Based on gross hourly rates in April 2021, MCS’s mean gender pay gap is 11.64% (11.43% in 2020) and median gender pay gap is 25.51% (26.91% in 2020). In the year to April 2021, MCS did not pay any employees a bonus, and therefore the gender bonus pay gap cannot be calculated.

The graph below shows the gender distribution across the school, when employees are placed into four equally sized quartiles based on hourly rates of pay.

![Gender Distribution Graph]

**Commentary**

The Governors are confident that the small gender pay gap at MCS does not stem from paying women and men differently for the same or equivalent work. MCS is an organisation that values the contributions made by women and men equally. MCS has a pay scale for teaching staff, whilst the pay of Support Staff is determined by reference to market forces.

We are committed to recruiting, retaining and rewarding the best possible staff on the basis of their merits, abilities and suitability for the position. Our remuneration and reward strategy is subject to ongoing review to ensure it supports us in meeting this objective. Our policies operate irrespective of sex, sexual orientation, race, religion and belief, disability, age, marriage and civil partnership, pregnancy and maternity, or gender reassignment.
We noted the following trends in this year’s data:

- The median gender pay gap has decreased slightly owing to average salaries of females in the top two quartiles going up more year on year compared to males. This is as a result of more female teachers assuming management responsibility.
- The mean gender pay gap has increased marginally year on year owing to the number of males on staff decreasing by three whilst the number of females on staff increased by two.
- The Senior Team is split 60:40 male: female. The two highest paid employees are female.
- The vast majority of MCS’s Heads of Academic Departments are male (91%) whereas the majority of MCS’s Heads of Support Departments are female (66%).

Declaration

I confirm that the data have been calculated according the requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as of 5th April 2021.

Paul Withers
Chairman of Governors
21st September 2021