



MAGDALEN COLLEGE SCHOOL

FOUNDED IN 1480
BY WILLIAM OF WAYNFLETE

MCS Oxford 2023 Gender Pay Gap report

MCS, as an organisation with more the 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 2023, MCS's mean gender pay gap is 7.51% (8.45% in 2022) and median gender pay gap is 11.76% (18.57% in 2022). In the year to April 2023, MCS did not pay any employees a bonus, and therefore the gender bonus pay gap cannot be calculated.

Figure 1 below shows the gender distribution across the school, when employees are placed into four equally sized quartiles based on hourly rates of pay. Figure 2 illustrates how the gender pay has changed from 2019 until now.

Figure 1: Gender distribution across MCS (April 2023)

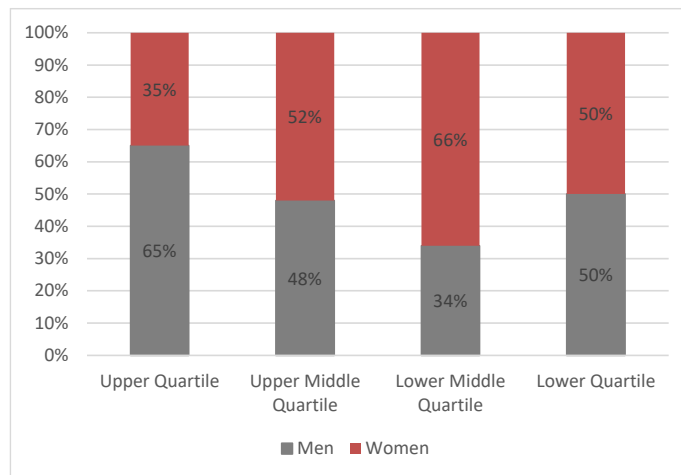


Figure 2: Mean and median gender pay gap 2019 – 2023 (as of April each year)



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 mean gender pay gap has decreased for the second year in a row, and is 34% lower than it was in 2020. This is primarily driven by more women on higher salaries in the Upper Lower Quartile, which reflects more women taking on leadership roles in the school, particularly at the Head of Department level.
- The median gender pay gap has decreased for the third year in a row, owing to an increase in the number of apprentices at the school, who are all male, and the increase in the number of women on the staff.
- For the first time since the school started reporting its gender pay gap, there are more women on the staff (50.9%) than there are men (49.1%).
- The Senior Team is split 60:40 male: female. The two highest paid employees are female for the third year running.

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 2023.



Bob Price

Chairman of Governors

20th March 2023