



# MAGDALEN COLLEGE SCHOOL

FOUNDED IN 1480  
BY WILLIAM OF WAYNFLETE

## MCS Oxford 2025 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.

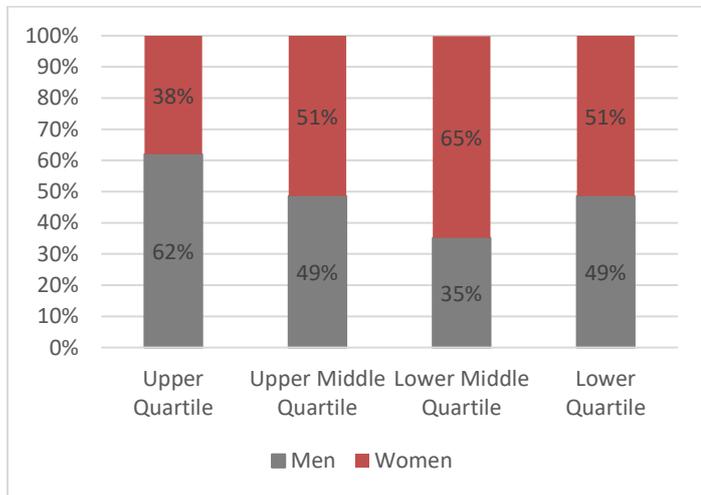
### Gender pay, bonus gap and gender distribution

Based on gross hourly rates in April 2025, MCS's mean gender pay gap is 10.12% (9.66% in 2024) and median gender pay gap is 23.64% (17.62% in 2024). In the year to April 2025, 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 2025 and April 2024)

2025



2024

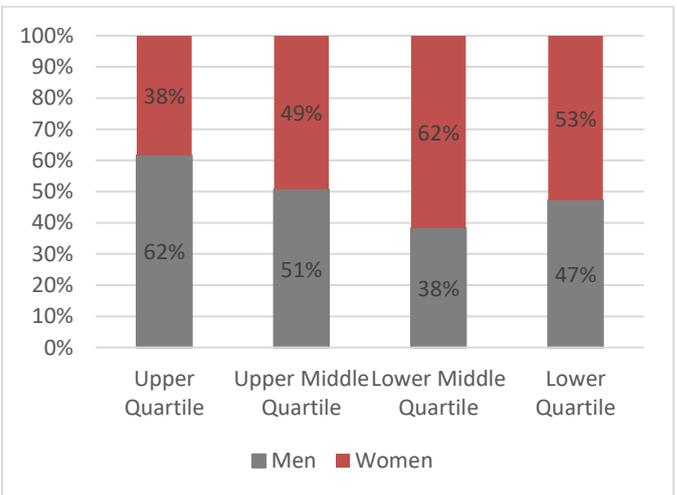
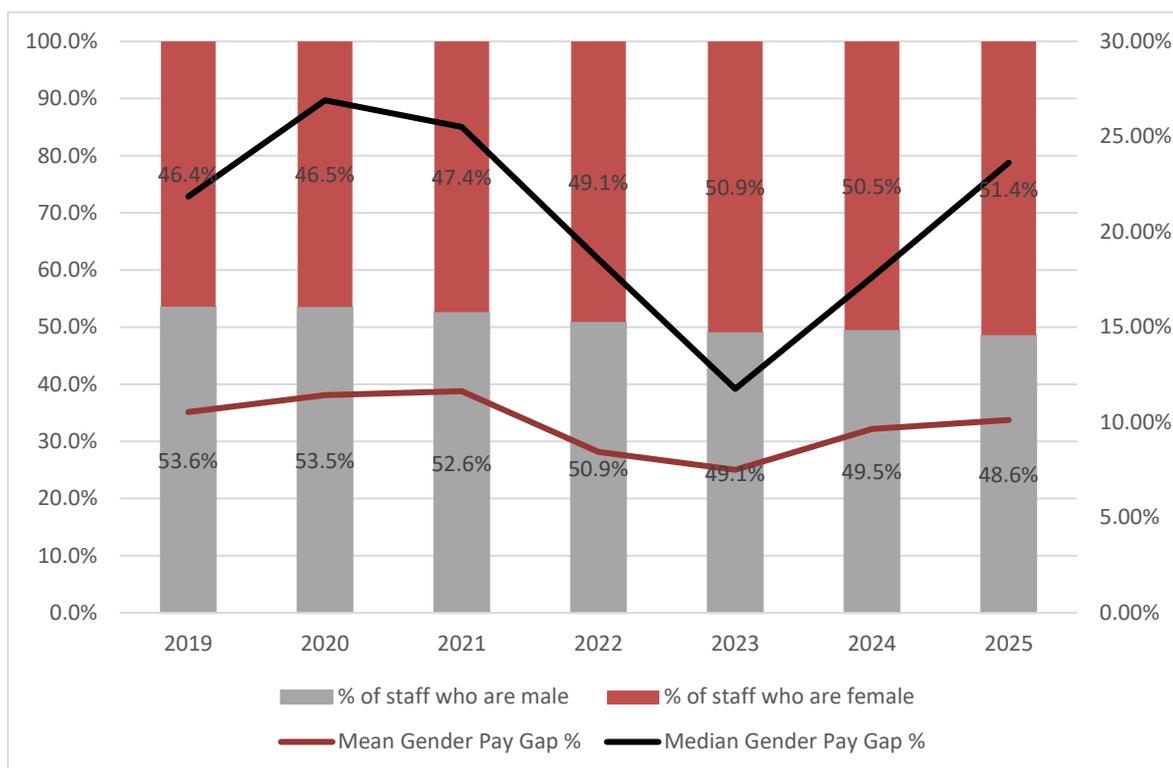


Figure 2: Mean and median gender pay gap 2019 – 2025 (as of April each year)



### 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 continually reviewed to ensure it supports fairness, transparency and compliance with UK employment legislation. Our policies apply irrespective of sex, sexual orientation, race, religion or belief, disability, age, marriage or civil partnership, pregnancy and maternity, or gender reassignment. As part of our ongoing commitment to reducing gender inequality, we continue to monitor and improve our pay, progression and reward frameworks to ensure they promote equal opportunity and remove barriers that may disproportionately impact any group.

We noted the following trends in this year’s data:

- The mean gender pay gap is broadly consistent from 2024 (9.66%) to 2025 (10.12%). This change reflects the fact that average hourly pay increased slightly more for men than for women over the year.
- The median gender pay gap rose from 17.62% in 2024 to 23.64% in 2025, driven by changes in pay distribution across the quartiles, including a higher concentration of female staff in the lower-middle quartile.
- Women continue to form the majority of the workforce, accounting for 51.4% of staff in 2025, compared with 48.6% men, consistent with the position in 2024.
- The Senior Team remains split 60:40 male to female, and the two highest-paid employees continue to be females

## 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 4<sup>th</sup> April 2025.

A handwritten signature in black ink, appearing to read 'BP' with 'ni' written below it, and a horizontal line underneath.

Bob Price  
Chairman of Governors