Eton College is a boarding school for boys, based in Eton, Berkshire. We are committed to providing the broadest education for our pupils and at the heart of our school is a focus on engendering respect for individuality and embracing difference. We believe in equal opportunities for both our pupils and our employees.

Outreach and our impact on society are also extremely important to us and we are proud of our partnerships with schools, other education establishments and our local community.

*Please note, this report relates to our last ‘snapshot date’ of 5 April 2018.*
We employ approximately 1,000 people in a diverse range of roles from gardeners and housekeepers to building surveyors and clinical psychologists. Approximately 250 of our employees are teachers.

CLOSING THE GENDER PAY GAP

Our ongoing commitment to equal opportunities and increasing the diversity of our employees is reflected in our gender pay statistics which show improvements in all measures compared to the previous year.

Our current mean is 18% 6% drop
We last reported a mean of 24%

Our current median is 29% 2% drop
We last reported a median of 31%

If teaching staff are excluded from these calculations, our gender pay gap drops to a mean of 4% and a median of 0%.

THE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES ACROSS THE SCHOOL IS SHOWN IN THE PAY QUARTILE INFORMATION BELOW

TACKLING OUR GENDER PAY GAP BY INCREASING THE DIVERSITY OF OUR TEACHING POPULATION

Our employee population has an almost 50/50 gender split with our teaching staff tending to occupy the most highly-paid roles. The factors affecting our gender pay gap remain the same as we identified in our 2017 report. Namely that, like many single-sex schools, our teachers are still predominantly of the same gender as our pupils. This combined with a low turnover of teaching staff means that our more highly-paid teachers tend to be male.

We are committed to redressing our gender pay gap and are continuing to increase the number of women and other groups currently under-represented in our teaching community. In this reporting period we recruited our highest number of new female teachers.

However we recognise we still have further work to do and we have a number of initiatives under way to help us achieve our goal of a more gender-balanced teaching community.

At the same time we are working to ensure that our pupils hold gender-intelligent attitudes and well-rounded views of society, and this remains a key element of our Personal, Social and Health Education Curriculum. Our Director of Inclusion Education is also continuing to build on our curriculum and ensure that diversity is considered in all aspects of school life. We are delighted that the pupil-run societies focusing on diversity issues (such as the Feminism Society, the LGBT Equality Society and the Disability Awareness and Accessibility Society) continue to flourish.

I, the Lord Waldegrave of North Hill, Provost of Eton College, confirm that the information contained within this statement is accurate.

Signed

Date 26/03/2019