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.

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

We employ almost 1,000 staff, around 250 of whom are teachers. Outside of our academic staff, people who work at Eton perform a variety of roles from chefs, housekeepers and grounds staff, to nurses, clinical psychologists, building surveyors, and office-based roles such as finance and IT.
As a school we are committed to diversity and equal opportunities for both pupils and staff. Our employee population has an almost 50:50 gender split, and this is reflected in the makeup of our current Executive Leadership Team, which is 44% female.

Our mean gender pay gap is 24% and our median is 31%. If teaching staff are excluded from these calculations, our gender pay gap drops to a mean and median of 4%.

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

We do not pay bonuses to staff, so we do not have any information about bonuses to report.

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

On his appointment in September 2015, the Head Master made diversity one of his key strategic priorities. Eton’s governing body is also committed to this agenda, and the governing body itself is now 25% female.

We are pleased that the initiatives so far put in place have resulted in the School receiving more job applications from, and appointing, more female candidates. Indeed, in September 2017 we appointed the first female Lower Master* in Eton’s history. However we recognise we have further work to do to increase the number of women and other groups currently under-represented in our teaching community, and we have a number of initiatives underway to help us achieve this goal.

We also recognise the importance of our boys holding gender-intelligent attitudes and having well rounded views of society. The Head Master has spoken about this publicly, and his most recent interview on the topic can be found here. Our Personal, Social and Health Education curriculum supports this aim and we have appointed a Head of Inclusion Education to help ensure that diversity is considered in all aspects of school life. We also run a number of societies focusing on equality issues, such as the Feminism Society, the LGBT Equality Society, and the Disability Awareness and Accessibility Society. These societies are managed by the boys themselves and are forums for debate, dialogue and exploration.

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

Signed

Date 22/03/18

*The Lower Master is Eton’s equivalent of the Deputy Head