



ETON COLLEGE

# Gender pay gap report

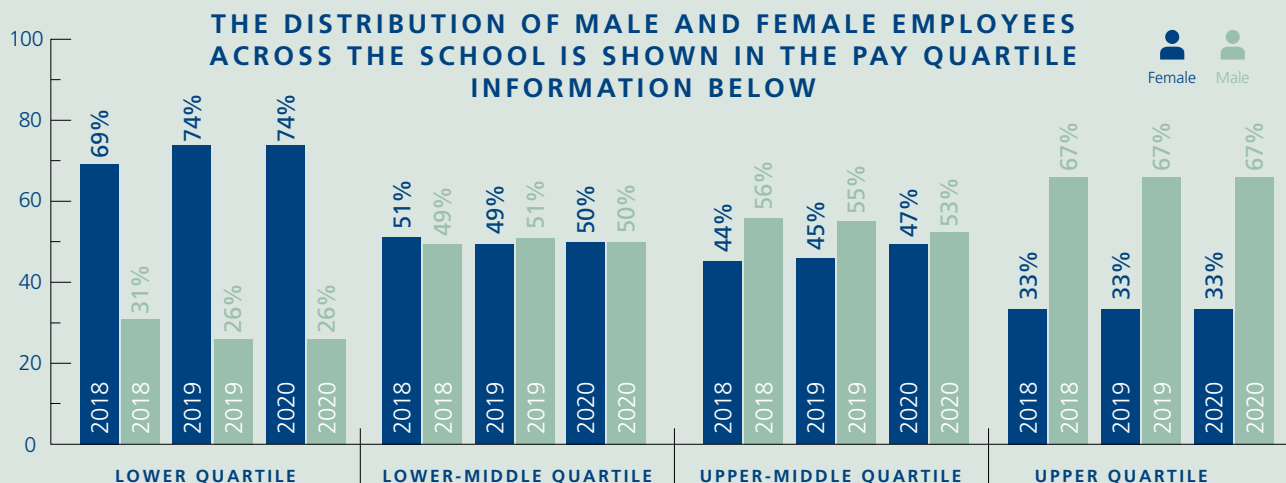
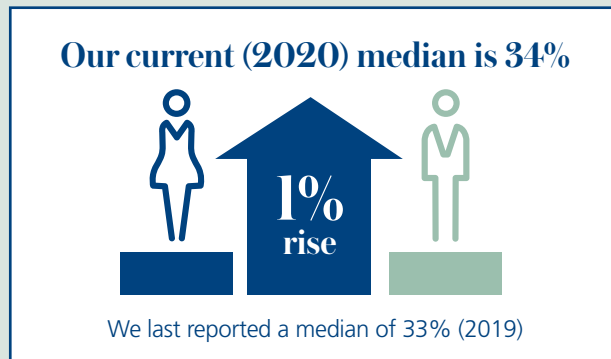
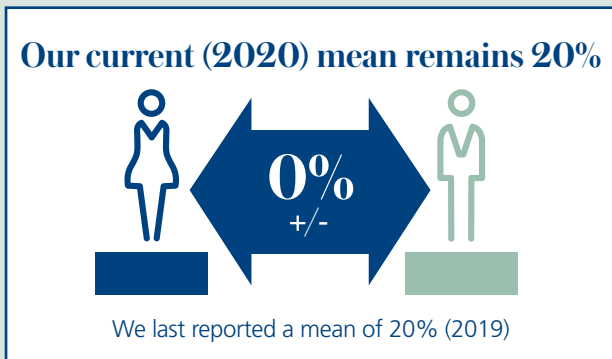
APRIL 2020

**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 celebrating 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.

**We employ approximately 1,000 people in a diverse range of roles. Whilst around 250 of our employees are teachers, a large proportion of our team work in roles such as housekeeping, cleaning, catering and our laundry.**

We are committed to providing equal opportunities and to increasing the diversity of our employees.



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

We are pleased that our lower-middle and upper-middle quartiles have come closer towards parity. However we recognise that there is still work to do to improve the distribution of employees within our lower and upper quartiles. The reason for this distribution is structural, so it will necessarily take some time to address.

### TACKLING OUR GENDER PAY GAP

We are disappointed that our median hourly pay gap has increased this year. As can be seen from the graphs above, the reasons for our gender pay gap are structural and relate to the shape of our organisation. As a result there is no swift or direct trajectory to reach our goals. It also means that, at present, our data is disproportionately impacted by internal changes, such as individual senior hires or exits, or the creation of additional jobs within our non-teaching departments.

As we have previously reported, the reason for our gender pay gap is the inherent salary difference between our teaching and non-teaching roles. The majority of our most highly paid roles are our teaching positions and, despite an ever-increasing number of women joining our teaching staff, the majority of our teachers are male. As a result, our most highly paid employees tend to be male.

The increase to the median hourly pay gap this year is the result of creating additional roles within our Housekeeping and Catering teams. We are pleased that these roles offer a variety of flexible working patterns. However more women than men have been attracted by, and joined us in, these roles. As a result, the median hourly salary for women has reduced slightly compared to last year.

In order to tackle our gender pay gap we are therefore continuing to focus on increasing the diversity of our teaching staff, an action which is supported by our pupils. Given the low rate of employee turnover amongst our teachers it will necessarily take some time to realise our ambitions. However we are confident that our focus on increasing the number of women and other groups currently under-represented within our teaching community will continue to have a gradual and sustained positive impact, and will enable us to make meaningful change over the longer term.

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

Signed

Date

01/10/2021