



ETON COLLEGE

Gender pay gap report

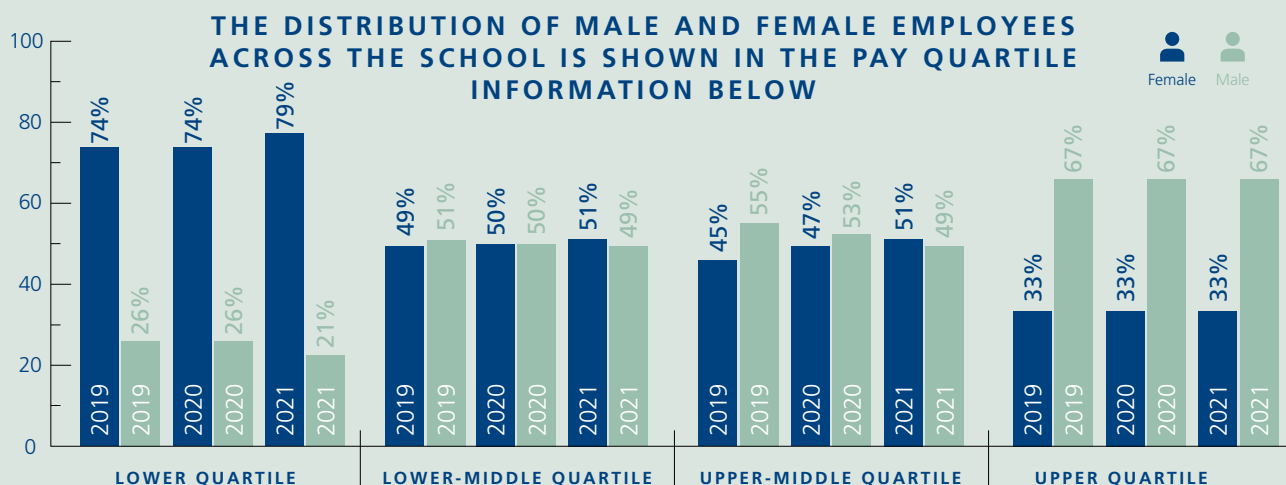
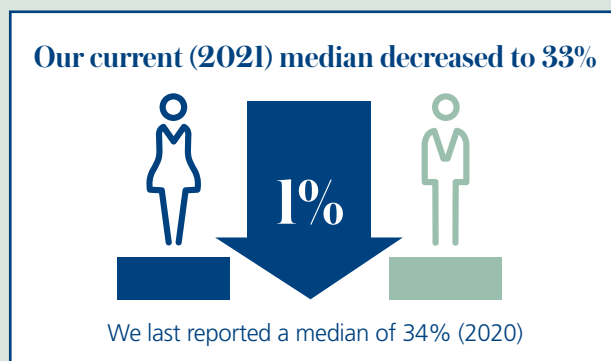
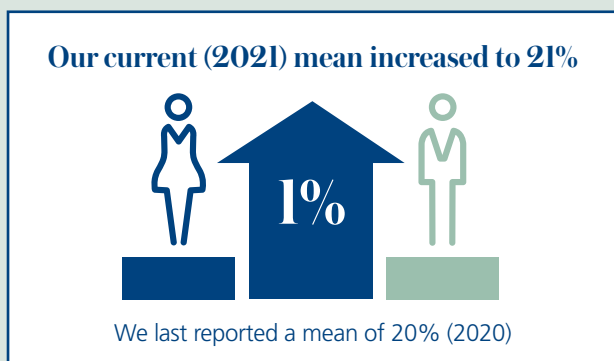
APRIL 2021

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.

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

As we have previously reported, the reason for our gender pay gap is structural, and this is clear from the graphs above which show our quartile distribution.

The vast majority of our most highly paid roles are teaching positions and, at present, although an increasing number of women are joining the school as teachers, the majority of our teaching staff are male. The turnover of our teaching staff is low, therefore it will necessarily take some time for the shape of our organisation to change. However, we remain committed to increasing the number of women and other groups currently under-represented in our teaching community.

Internal changes continue to have a disproportionate impact on our data. For example, in this reporting period we created a number of new roles in our housekeeping and catering teams, and we have structured these roles so that they offer flexibility for working families. However, as it is still predominately women in the UK who undertake the primary caregiver role, it is not surprising that the majority of new joiners in these roles have been female. As a result, the percentage of women in our lower quartile range has increased and the mean hourly pay gap has also increased by one percentage point.

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

Signed

Date

11/03/22