



ETON COLLEGE

Gender pay gap report

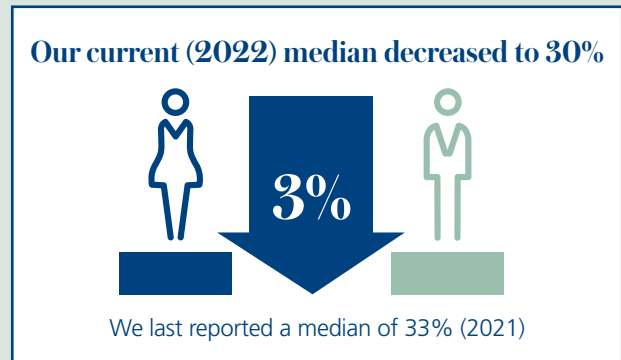
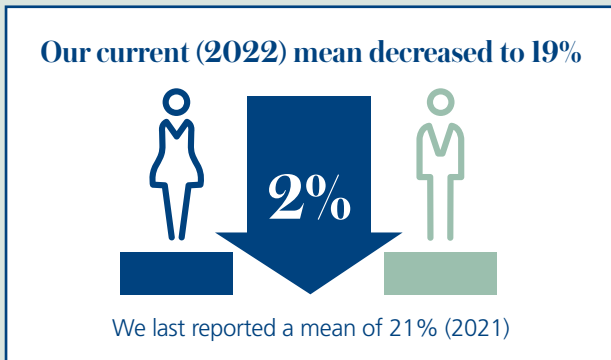
APRIL 2022

Eton College is an educational charity, with a boys boarding school at its heart. We are committed to providing the broadest education, engendering a respect for individuality and celebrating difference.

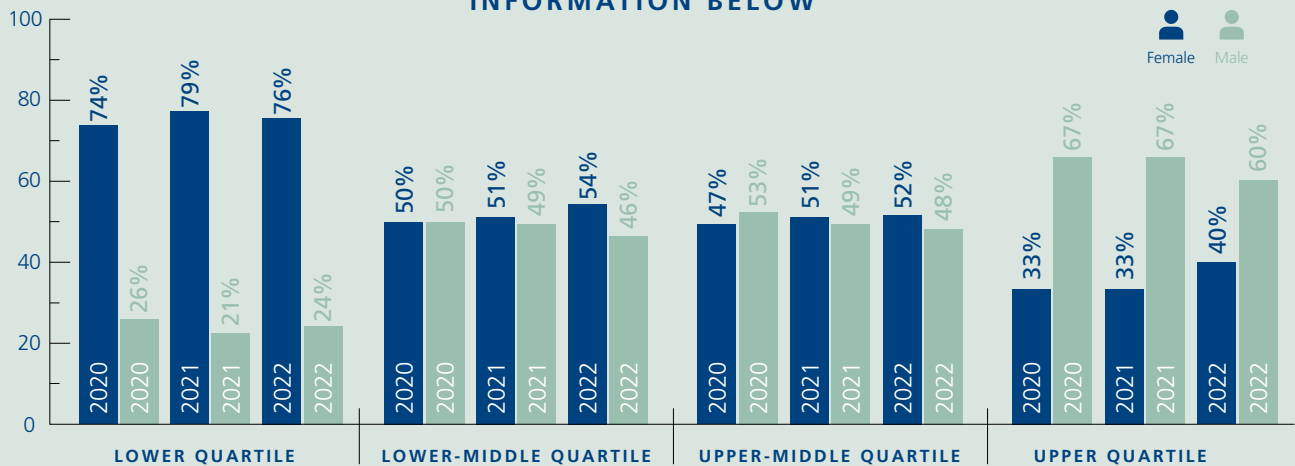
Outreach and our impact on society are also extremely important to us and we are proud of our partnerships with schools, other education establishments and our local community.

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 operational roles such as housekeeping, cleaning, catering and our laundry.

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



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

Our gender pay gap is the result of structural differences which impact the representation of women across the organisation. Whilst our gender split is almost 50/50, and a number of our large non-teaching departments are led by women, our teaching positions are generally those which are the highest paid, and fewer women make up our teaching staff. The turnover of our teaching staff is low and therefore whilst the number of women and others who have been historically under-represented in our teaching community is growing, achieving meaningful and sustained change will necessarily take some time.

The impact of our structural reality is clear to see in our quartile information, shown in the graph above. However, we are pleased that the representation of women in the lower and upper quartiles is changing. This is reflective of the fact that more women are joining our teaching community and that women hold a number of senior operational roles across the school. Indeed, the school's Leadership Team is 44% female.

We will continue to focus our efforts on attracting diverse candidate pools to all of our roles, and in particular our teaching positions, and we remain committed to increasing the number of women and other groups currently under-represented within the school.

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

Signed

Date

10/03/23