



ETON COLLEGE

Gender pay gap report

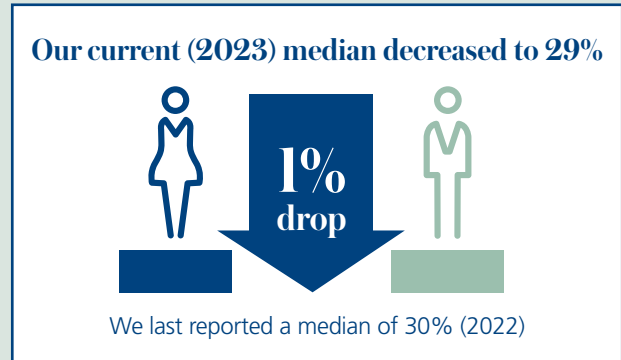
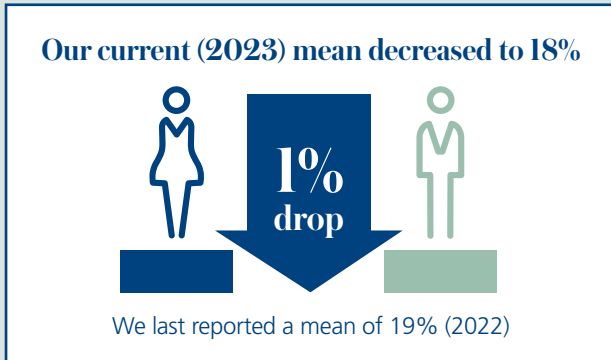
APRIL 2023

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.

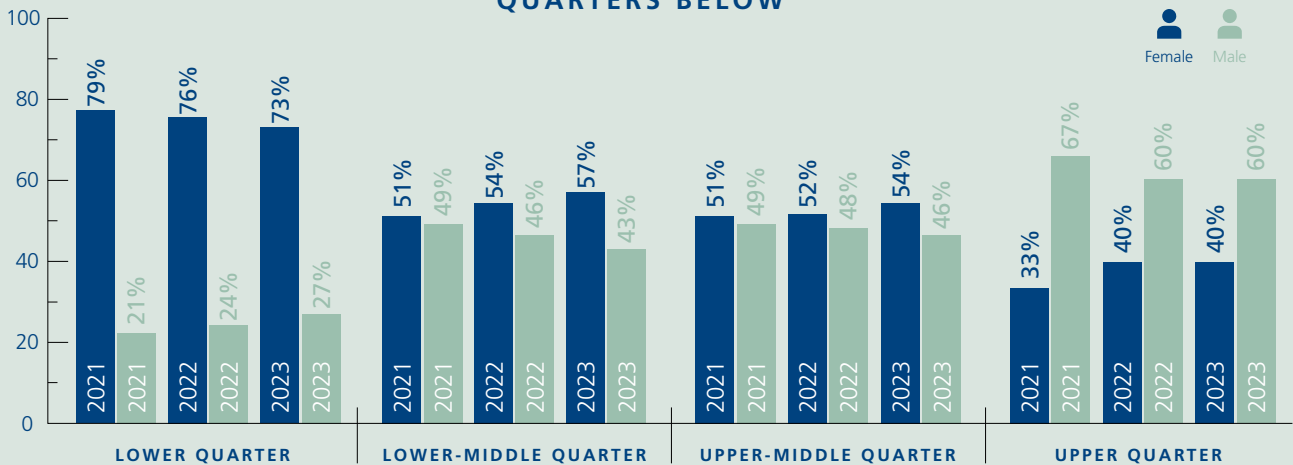
Outreach and our impact on society are also extremely important to us and we are proud of our partnerships with schools, other education establishments and our local community.

We employ approximately 1,100 people in a diverse range of roles. Whilst around 250 of our employees are teachers, the largest 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 BROKEN DOWN INTO QUARTERS BELOW



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

TACKLING OUR GENDER PAY GAP

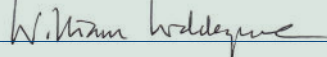
As we have previously reported, and as can be seen from the quartile graphs, the reason for our gender pay gap is structural. The most highly paid roles within the school tend to be our teaching positions. At present, like many single-sex schools, our teachers are predominately the same sex as our pupils. As a result, our most highly paid employees tend to be male.

If teaching staff are excluded from our calculations, our gender pay gap drops to a mean and median of 8%. This is indicative of the fact that our Operations staff has an almost 50/50 gender split and a number of Operations departments, such as the Bursary, IT, Catering, Housekeeping, HR and Finance are led by women.

Given our structural reality, to make a meaningful change to the shape of our organisation, and therefore to our gender pay gap, we are continuing to focus on increasing the diversity of our teaching population. It will necessarily take us some time to reach a more gender-balanced teaching community because there is a very low level of staff turnover in our teaching roles. 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.

We are pleased that the work we have undertaken to date is reflected in our steadily improving gender pay gap rates, but we recognise that there is much more work to do in this regard.

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

Signed 
Date 01/03/2024