



ETON COLLEGE

# Gender pay gap report

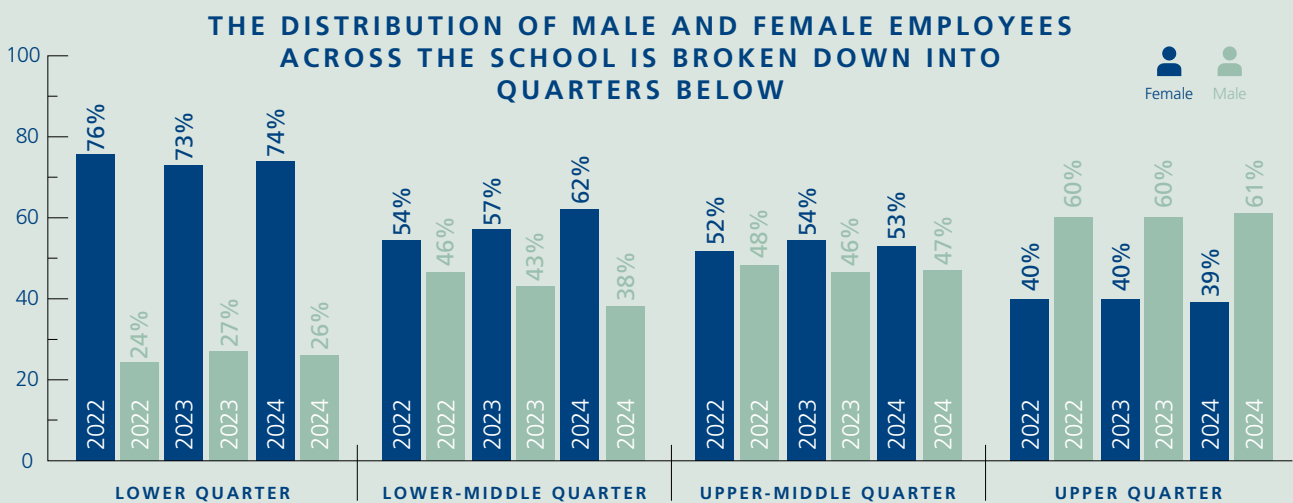
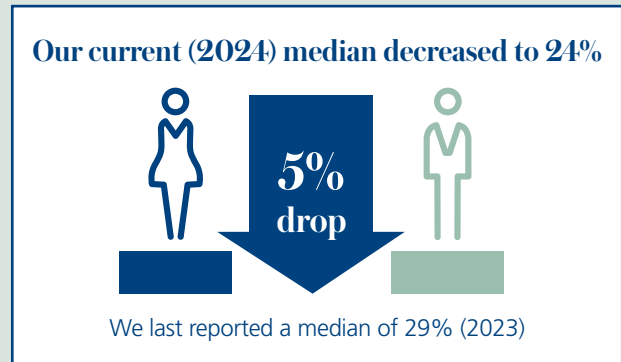
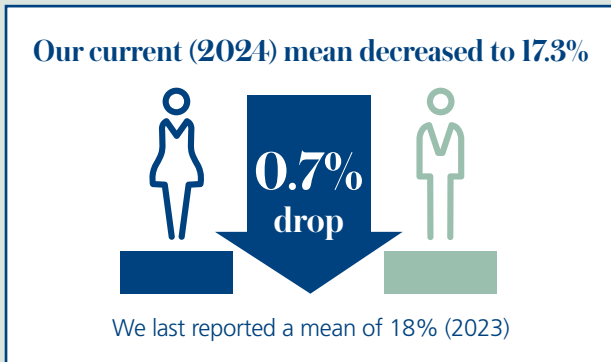
APRIL 2024

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

**We employ approximately 1,200 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.



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

### TACKLING OUR GENDER PAY GAP

The reasons for our gender pay gap remain the same as in previous years: specifically, the shape of our organisation and the demographics of colleagues at each level within it.

Our total employee population is 57% female, and the proportion of female employees has grown by just over 7% since our first gender pay gap report in 2017. However, female employees only represent 30% of our total teaching population. As we have previously reported there is an inherent salary difference between our teaching and non-teaching roles. The most highly paid roles within the school tend to be teaching positions and at present, like many single-sex schools, our teachers are predominantly the same sex as our pupils. We also have a low turnover of teaching staff. As a result, whilst the number of female teachers is increasing, the majority of our teachers are male, meaning those in our highest paid roles also therefore tend to be male.

If teaching staff are excluded from the calculations our mean gender pay gap drops to 7% and our median gap to 6%. This is indicative of the fact our Operations staff has a more even gender split and a number of our large Operations departments are led by women. As such, to meaningfully tackle our gender pay gap we are continuing to focus on increasing the diversity of our teaching population. Given the reason for our pay gap

is structural there is no swift or direct trajectory to reach our goals. Our low rates of employee turnover also mean our data is disproportionately impacted by internal changes, such as senior hires and departures, and that it will necessarily take some time to realise our ambitions.

Alongside work to improve representation amongst our teaching staff, we are also continuing to ensure our pupils hold gender-intelligent attitudes and well-rounded views of society, and this remains a key element of our Social, Personal, Health, Economic, Relationships and Environmental Education curriculum (known as SPHERE) and we make sure that matters of diversity and inclusion are considered in all aspects of school life. We are delighted that our pupil-run societies which focus on diversity issues (such as Feminism, LGBTQ Equality, African and Caribbean, and Neurodiversity and Disability Awareness) continue to flourish.

Whilst we are pleased that the actions we have taken to increase the number of women and other groups currently under-represented in our teaching community is reflected in our steadily improving gender pay gap rates, we recognise there is much more work to do in this respect. However, we are confident that our actions will have a sustained positive impact that will enable us to make meaningful change over the longer term.

I, Simon Henderson, Head Master of Eton College, confirm that the information contained within this statement is accurate.

Signed

Date

12/02/25