



ETON COLLEGE

Gender pay gap report

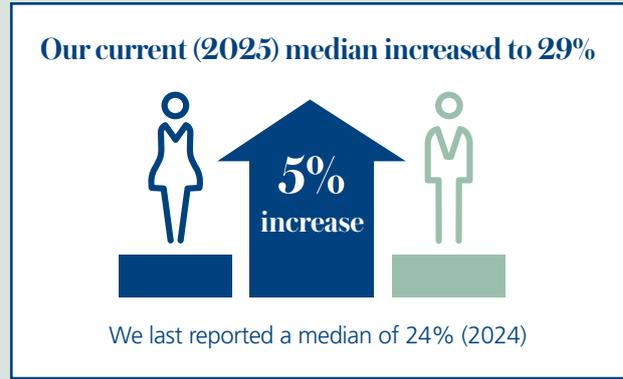
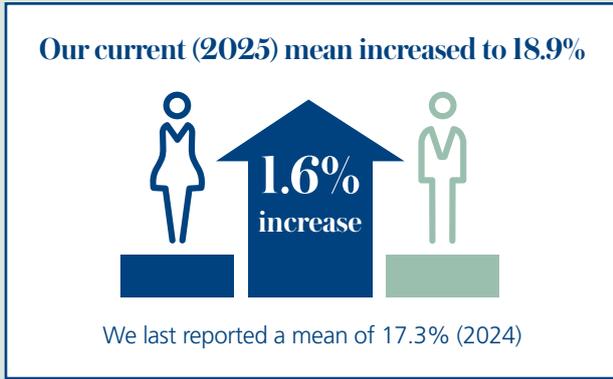
APRIL 2025

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.

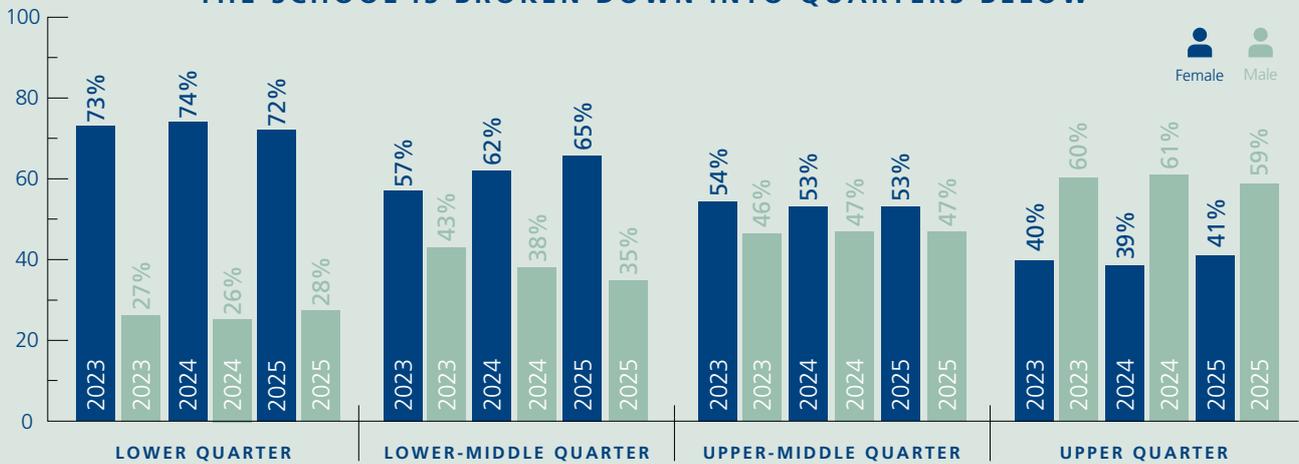
Outreach and our impact on society are extremely important to us and we are proud of our partnerships with schools, other education establishments and our local community.

We employ approximately 1,200 people in a diverse range of roles.

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.

The reason for Eton’s gender pay gap is structural. We have a variety of roles within our organisation, and whilst approximately 250 of our 1,200 employees are teachers, the largest proportion of our team work in operational roles, such as housekeeping, cleaning, catering and our laundry.

As we have previously reported, there is an inherent salary difference between teaching and operational roles. The most highly paid roles within the school, and those that appear within the upper quarter of the distribution graph, tend to be teaching positions. Those roles which appear within the lower quarter tend to be our cleaning and catering roles.

Like many single-sex schools in the UK, our teachers are predominantly the same sex as our pupils, meaning those clustered in the highest paid roles tend to be male. Equally, our cleaning roles have attracted more female than male employees, which is a general trend within in the UK. As a result, individuals clustered within lower quartile roles tend to be female.

The 2025 pay gap has widened with increases in both the median and mean gender pay rates. This is the result of internal changes which, given the shape of our organisation, continue to have a disproportionate impact on our data. For example, this reporting period saw the exit of a small number of senior female employees who were paid within the upper quarter bracket and who were replaced, following a competitive interview process, by men. A number of male staff also exited from the lower-middle quarter during the reporting period and were replaced, following competitive interview, by females. The upper and lower quarters show a slight rebalancing of males and females during 2025, however this is not enough to offset the top-end male dominance in more highly paid roles.

In order to meaningfully tackle our gender pay gap, we are continuing to focus on increasing the diversity of our teaching population, however given the shape of our organisation and the fact that our teaching staff have low employee turnover, we are aware this will necessarily take some time to achieve.

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

Signed

Date

06/03/2026