

Tower Hamlets Homes Gender Pay Gap Reporting

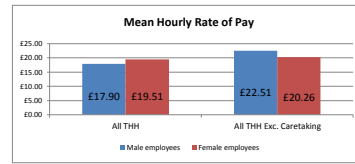
Financial Year: 2019/2020 Month of Snapshot data: April 2019

Tower Hamlets Homes has published this gender pay gap information in line with the reporting requirements set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

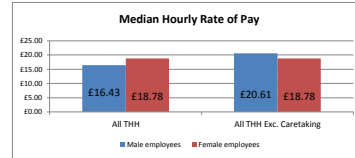
The THH workforce consists of a caretaking function that is predominantly male. This group of employees are also amongst those who are within the lower quartile of THH pay bands. By including this group of staff in the calculations below, it is likely that the gender pay at THH will not be accurately reflected. Therefore, the information below sets out data for all THH employees as well further data excluding caretaking employees.

Hourly Rate of pay

Full-pay Relevant Employees by Gender	Mean Hourly Rate of Pay	
	All THH	All THH Exc. Caretaking
Male employees	£17.90	£22.51
Female employees	£19.51	£20.26
Difference in mean hourly rate of pay	-9.0%	10.0%



Full-pay Relevant Employees by Gender	Median Hourly Rate of Pay	
	All THH	All THH Exc. Caretaking
Male employees	£16.43	£20.61
Female employees	£18.78	£18.78
Difference in median hourly rate of pay	-14.3%	8.9%

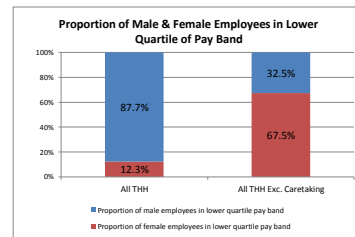


Bonus pay

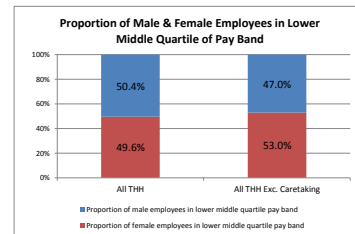
Difference in mean bonus pay	
Difference in median bonus pay	
Proportion of male employees paid bonus pay	*THH does not operate a bonus pay scheme
Proportion of female employees paid bonus pay	

Proportion of male and female employees according to quartile pay

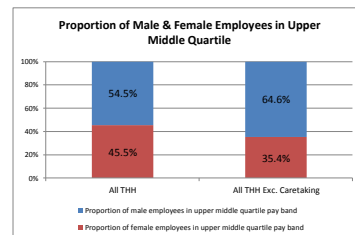
Full-pay Relevant Employees by Gender	Proportion in Lower Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in lower quartile pay band	122	83
No. of male employees in lower quartile pay band	107	27
No. of female employees in lower quartile pay band	15	56
Proportion of male employees in lower quartile pay band	87.7%	32.5%
Proportion of female employees in lower quartile pay band	12.3%	67.5%



Full-pay Relevant Employees by Gender	Proportion in Lower Middle Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in lower middle quartile pay band	121	83
No. of male employees in lower middle quartile pay band	61	39
No. of female employees in lower middle quartile pay band	60	44
Proportion of male employees in lower middle quartile pay band	50.4%	47.0%
Proportion of female employees in lower middle quartile pay band	49.6%	53.0%



Full-pay Relevant Employees by Gender	Proportion in Upper Middle Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in upper middle quartile pay band	121	82
No. of male employees in upper middle quartile pay band	66	53
No. of female employees in upper middle quartile pay band	55	29
Proportion of male employees in upper middle quartile pay band	54.5%	64.6%
Proportion of female employees in upper middle quartile pay band	45.5%	35.4%



Full-pay Relevant Employees by Gender	Proportion in Upper Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in upper quartile pay band	121	83
No. of male employees in upper quartile pay band	79	56
No. of female employees in upper quartile pay band	42	27
Proportion of male employees in upper quartile pay band	65.3%	67.5%
Proportion of female employees in upper quartile pay band	34.7%	32.5%

