

Tower Hamlets Homes Gender Pay Gap Report 2019

Tower Hamlets Homes (THH) 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. This is our report for the “snapshot” date 5 April 2019.

Note that gender pay gap is different to equal pay. The gender pay gap looks at UK-based jobs at all levels, and shows the difference in the average pay between all men and women in a workforce. This is not the same as equal pay, which is concerned with addressing pay issues of men and women performing the same or similar work.

Our results for 2019 are:

- Overall, the Mean gender pay gap at THH is -9.0% (a **decrease** from -10.79% in 2018)
- Overall, the Median gender pay gap at THH is -14.3% (a **decrease** from -25.15% in 2018)

Pay quartiles by gender:

Quartile	Men	Women
Lower	87.7%	12.3%
Lower-mid	50.4%	49.6%
Upper-mid	54.5%	45.5%
Upper	65.3%	34.7%

Our workforce includes a caretaking function that is predominantly male. This group of employees largely consist of staff whose salaries are within the lower quartile of our workforce. This therefore skews our overall average pay gap figures, and the gender balances within each quartile (particularly the lower quartile).

To avoid this skewing effect, we have presented information below which sets out data for all our employees excluding the caretaking function.

- Caretaking excluded, the Mean gender pay gap at THH is 10.0% (a **decrease** from 11.1% in 2018)
- Caretaking excluded, the Median gender pay gap at THH is 8.9% (a **decrease** from 9.22% in 2018)

Pay quartiles by gender (excluding caretaking function):

Quartile	Men	Women
Lower	32.5%	67.5%
Lower-mid	47.0%	53.0%
Upper-mid	64.6%	35.4%
Upper	67.5%	32.5%

Note that we do not operate a bonus pay scheme.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What have we done since the last report?

THH took a number of actions during 2018-19, including:

- Continuing our Women’s Leadership programme – a three-day intense programme to help better equip female employees with high potential for career development. Sixteen employees have now also progressed onto the advanced leadership programme. The

programmes have helped participants build their confidence to develop their careers; one participant has taken an upward secondment, one has taken on the role of leading our Mental Health First Aid programme, and one chairs our staff “THHinkTank” forum and women’s Network.

- We have reviewed our promotional marketing for recruitment into Caretaking roles, ensuring that we use imagery of female caretakers in order to encourage female applicants in this area where they are under-represented.
- We have introduced a new recruitment system which anonymises applications, so supporting efforts to eliminate the potential for unconscious gender bias in our recruitment processes.

Changes observed since the last report

Comparing our 2019 figures with those of 2018:

- There is now greater representation of women in both the lower-mid and upper pay quartiles (49.6%/34.7% compared to 39.67%/33.88% respectively).
- The mean average gender pay gap decreased to -9.0% from -10.79%
- The median average gender pay gap decreased to -14.3% from -25.15%. This large decrease was due to a rise in the median male rate of pay while the median female rate of pay saw only a small increase.

When excluding the caretaking function:

- There is now greater representation of women in both the lower-mid and upper pay quartiles (53%/32.5% compared to 52.56%/30.77% respectively).
- The mean average gender pay gap decreased from 11.1% to 10% with mean female pay increasing whilst mean male pay decreased slightly.
- The median average gender pay gap decreased marginally from 9.22% to 8.9% as median female pay increased at a slightly higher rate than medium male pay.

External comparison

Excluding the caretaking function, our gender pay gap remains comparable to national benchmarks, with a median gender pay gap of 8.9% compared to 9.6% nationally (The Guardian, April 2019).

Analysis

We are committed to promoting equality of opportunity for all and to nurturing a culture which celebrates diversity and difference. As an employer, we want to ensure our workforce is representative of the community it serves and attract and retain talented employees from a wide range of backgrounds and with diverse skills and experience. As a result, it is important that we understand our gender pay gap and take steps to reduce it.

We have identified the following issues that are contributing to the overall gender pay gap:

- We have a predominantly male workforce in all quartiles but the difference is particularly prominent in the lowest quartile (87.5% male) This is largely due to the caretaking function being a male-dominated workforce (all but 16 of the 154 staff in the caretaking function are male), as excluding this group the representation of men and women becomes much more even. The inverse pay gap (-9.0%/-14.3%) that arises when the caretaking function is included in the data suggests that there is scope for progressive activity in encouraging female employees to enter our workforce in lower paid roles that have traditionally been male-dominated professions.
- We have over-representation of males in the upper pay quartile (65.3%, or 67.5% after excluding the caretaking function). We therefore need to continue to encourage the career development of women in our workforce and to encourage talented women from outside the organisation to apply for roles at the higher end of our pay spectrum.

Commitments

Given the trends identified about, during 2019/20 we will:

- Build on our encouraging progress in boosting women's representation in our upper pay quartile by repeating our women's leadership programmes (as above).
- Look to further promote routes for women into caretaking as a profession – we have a number of vacancies at present which are covered with agency workers and for which we will be recruiting later in the year, providing us with a further opportunity to encourage female candidates to apply.
- Investigate emerging best practices, ensuring we learn from other organisations and industry bodies and identify new initiatives to work to reduce our gender pay gap.

We are aware that we are not be able to eliminate our pay gap overnight. However, we are pleased that we are continuing to make progress from last year's report and hope reinforce our existing programme of work to further reduce our gender pay gap in the next financial year. It is important that we provide a stimulus for fresh initiatives, allowing all of our employees to maximise their ability to reach their potential and deliver a full contribution to the services that we provide. The actions set out above represent our commitment to working progressively and taking action to do this.