

Tower Hamlets Homes Ethnicity Pay Gap Reporting

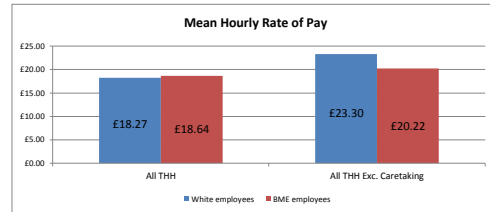
Financial year 2018/19 Month of Snapshot Data: April 2018

Tower Hamlets Homes has published this ethnicity pay gap information alongside the gender pay gap information as part of our aim to encourage a diverse and inclusive workforce.

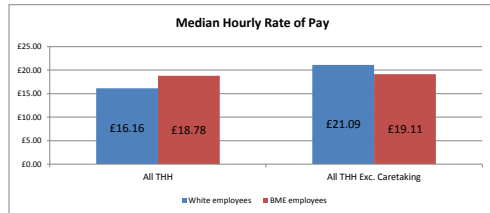
The THH workforce includes a caretaking function that is predominantly staffed by white men. This group of employees are also amongst those who are within the lower quartile of THH pay bands. By including this group of staff in the calculations below, it is likely that the ethnicity pay gap at THH will 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

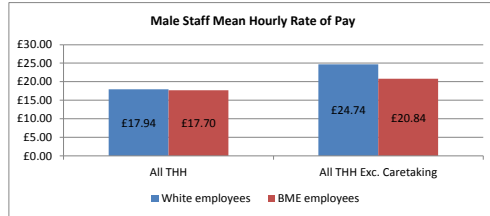
Mean Hourly Rate of Pay		
Full-pay Relevant Employees by Ethnicity	All THH	All THH Exc. Caretaking
White employees	£18.27	£23.30
BME employees	£18.64	£20.22
Declined to state	N/A	N/A
Difference in mean hourly rate of pay	-2.03%	13.22%



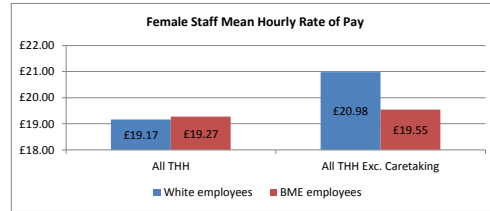
Median Hourly Rate of Pay		
Full-pay Relevant Employees by Ethnicity	All THH	All THH Exc. Caretaking
White employees	£16.16	£21.09
BME employees	£18.78	£19.11
Declined to state	N/A	N/A
Difference in median hourly rate of pay	-16.21%	9.39%



Mean Hourly Rate of Pay		
Male full-pay Relevant Employees	All THH	All THH Exc. Caretaking
White employees	£17.94	£24.74
BME employees	£17.70	£20.84
Declined to state	N/A	N/A
Difference in mean hourly rate of pay	1.34%	15.76%



Mean Hourly Rate of Pay		
Female full-pay Relevant Employees	All THH	All THH Exc. Caretaking
White employees	£19.17	£20.98
BME employees	£19.27	£19.55
Declined to state	N/A	N/A
Difference in mean hourly rate of pay	-0.52%	6.82%



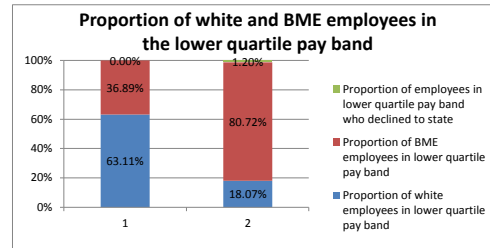
Bonus pay

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

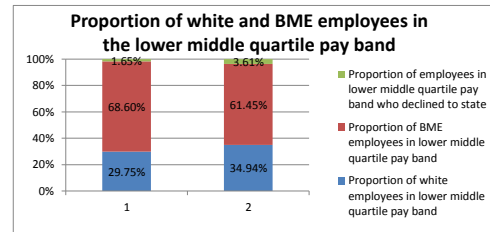


Proportion of white and BME employees

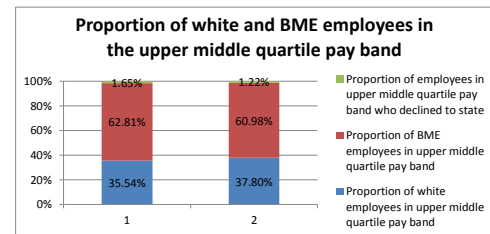
Full-pay Relevant Employees by Ethnicity	Proportion in Lower Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in lower quartile pay band	122	83
No. of white employees in lower quartile pay band	77	15
No. of BME employees in lower quartile pay band	45	67
No. of employees in lower quartile pay band who declined to state	0	1
Proportion of white employees in lower quartile pay band	63.11%	18.07%
Proportion of BME employees in lower quartile pay band	36.89%	80.72%
Proportion of employees in lower quartile pay band who declined to state	0.00%	1.20%



Full-pay Relevant Employees by Ethnicity	Proportion in Lower Middle Quartile	
	All THH	All THH Exc. Caretaking
All employees in lower middle quartile pay band	121	83
No. of white employees in lower middle quartile pay band	36	29
No. of BME employees in lower middle quartile pay band	83	51
No. of employees in lower middle quartile pay band who declined to state	2	3
Proportion of white employees in lower middle quartile pay band	29.75%	34.94%
Proportion of BME employees in lower middle quartile pay band	68.60%	61.45%
Proportion of employees in lower middle quartile pay band who declined to state	1.65%	3.61%



Full-pay Relevant Employees by Ethnicity	Proportion in Lower Middle Quartile	
	All THH	All THH Exc. Caretaking
All employees in upper middle quartile pay band	121	82
No. of white employees in upper middle quartile pay band	43	31
No. of BME employees in upper middle quartile pay band	76	50
No. of employees in upper middle quartile pay band who declined to state	2	1
Proportion of white employees in upper middle quartile pay band	35.54%	37.80%
Proportion of BME employees in upper middle quartile pay band	62.81%	60.98%
Proportion of employees in upper middle quartile pay band who declined to state	1.65%	1.22%



Full-pay Relevant Employees by Ethnicity	Proportion in Upper Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in upper quartile pay band	121	82
No. of white employees in upper quartile pay band	58	42
No. of BME employees in upper quartile pay band	58	36
No. of employees in upper quartile pay band who declined to state	5	4
Proportion of white employees in upper quartile pay band	47.93%	51.22%
Proportion of BME employees in upper quartile pay band	47.93%	43.90%
Proportion of employees in upper quartile pay band who declined to state	4.13%	4.88%

