

Tower Hamlets Homes Gender Pay Gap Reporting

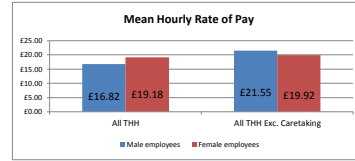
Financial Year: 2017/2018 Month of Snapshot data: April 2017

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.

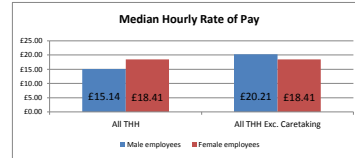
The THH workforce consists of a caretaking function that is predominantly male. This group of employees are also amongst those who are within the lower quartile of THH pay bands. By including this group of staff in the calculations below, it is likely that the gender pay at THH will not be accurately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

Hourly Rate of pay

Full-pay Relevant Employees by Gender	Mean Hourly Rate of Pay	
	All THH	All THH Exc. Caretaking
Male employees	£16.82	£21.55
Female employees	£19.18	£19.92
Difference in mean hourly rate of pay	-14.0%	7.6%



Full-pay Relevant Employees by Gender	Median Hourly Rate of Pay	
	All THH	All THH Exc. Caretaking
Male employees	£15.14	£20.21
Female employees	£18.41	£18.41
Difference in median hourly rate of pay	-21.6%	8.9%

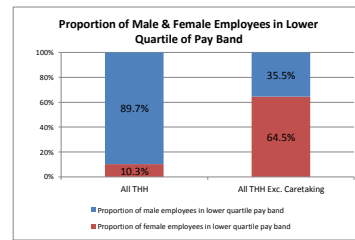


Bonus pay

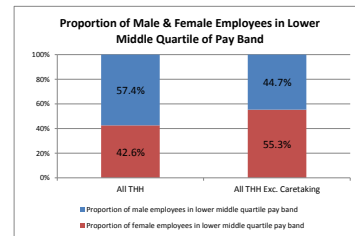
Difference in mean bonus pay	
Difference in median bonus pay	
Proportion of male employees paid bonus pay	*THH does not operate a bonus pay scheme
Proportion of female employees paid bonus pay	

Proportion of male and female employees according to quartile pay

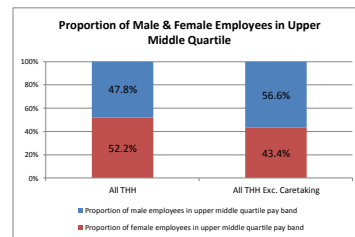
Full-pay Relevant Employees by Gender	Proportion in Lower Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in lower quartile pay band	116	76
No. of male employees in lower quartile pay band	104	27
No. of female employees in lower quartile pay band	12	49
Proportion of male employees in lower quartile pay band	89.7%	35.5%
Proportion of female employees in lower quartile pay band	10.3%	64.5%



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	115	76
No. of male employees in lower middle quartile pay band	66	34
No. of female employees in lower middle quartile pay band	49	42
Proportion of male employees in lower middle quartile pay band	57.4%	44.7%
Proportion of female employees in lower middle quartile pay band	42.6%	55.3%



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	115	76
No. of male employees in upper middle quartile pay band	55	43
No. of female employees in upper middle quartile pay band	60	33
Proportion of male employees in upper middle quartile pay band	47.8%	56.6%
Proportion of female employees in upper middle quartile pay band	52.2%	43.4%



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	116	76
No. of male employees in upper quartile pay band	79	56
No. of female employees in upper quartile pay band	37	20
Proportion of male employees in upper quartile pay band	68.1%	73.7%
Proportion of female employees in upper quartile pay band	31.9%	26.3%

