

# Tower Hamlets Homes Gender Pay Gap Reporting

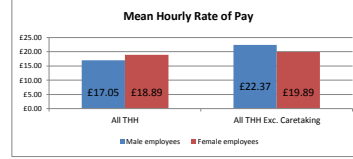
Financial Year: 2018/19 Month of Snapshot data: April 2018

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.

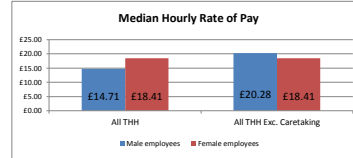
The THH workforce includes a caretaking function that is predominantly male. This group of employees are also amongst those who are within the lower quartile of THH pay bands. By including this group of staff in the calculations below, it is likely that the gender pay at THH will not be accurately reflected. 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	£17.05	£22.37
Female employees	£18.89	£19.89
<b>Difference in mean hourly rate of pay</b>	<b>-10.79%</b>	<b>11.09%</b>



Full-pay Relevant Employees by Gender	Median Hourly Rate of Pay	
	All THH	All THH Exc. Caretaking
Male employees	£14.71	£20.28
Female employees	£18.41	£18.41
<b>Difference in median hourly rate of pay</b>	<b>-25.15%</b>	<b>9.22%</b>



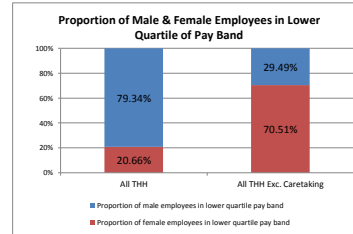
## Bonus pay

Difference in mean bonus pay		
Difference in median bonus pay		
Proportion of male employees paid bonus pay		
Proportion of female employees paid bonus pay		

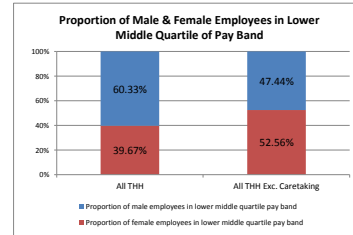
*\*THH does not operate a bonus pay scheme*

## Proportion of male and female employees according to quartile pay

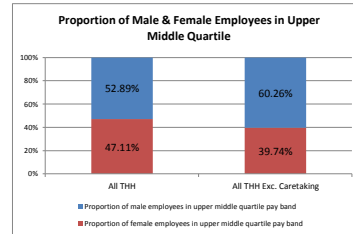
Full-pay Relevant Employees by Gender	Proportion in Lower Quartile Pay Band	
	All THH	All THH Exc. Caretaking
All employees in lower quartile pay band	121	78
No. of male employees in lower quartile pay band	96	23
No. of female employees in lower quartile pay band	25	55
<b>Proportion of male employees in lower quartile pay band</b>	<b>79.34%</b>	<b>29.49%</b>
<b>Proportion of female employees in lower quartile pay band</b>	<b>20.66%</b>	<b>70.51%</b>



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	78
No. of male employees in lower middle quartile pay band	73	37
No. of female employees in lower middle quartile pay band	48	41
<b>Proportion of male employees in lower middle quartile pay band</b>	<b>60.33%</b>	<b>47.44%</b>
<b>Proportion of female employees in lower middle quartile pay band</b>	<b>39.67%</b>	<b>52.56%</b>



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	78
No. of male employees in upper middle quartile pay band	64	47
No. of female employees in upper middle quartile pay band	57	31
<b>Proportion of male employees in upper middle quartile pay band</b>	<b>52.89%</b>	<b>60.26%</b>
<b>Proportion of female employees in upper middle quartile pay band</b>	<b>47.11%</b>	<b>39.74%</b>



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	78
No. of male employees in upper quartile pay band	80	54
No. of female employees in upper quartile pay band	41	24
<b>Proportion of male employees in upper quartile pay band</b>	<b>66.12%</b>	<b>69.23%</b>
<b>Proportion of female employees in upper quartile pay band</b>	<b>33.88%</b>	<b>30.77%</b>

