

Tower Hamlets Homes Gender Pay Gap Report 2017

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 2017:

- Overall, the Mean gender pay gap at THH is -14%
- Overall, the Median gender pay gap at THH is -21.6%

Pay quartiles by gender:

Quartile	Men	Women
Lower	89.7%	10.3%
Lower-mid	57.4%	42.6%
Upper-mid	47.8%	52.2%
Upper	68.1%	31.9%

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 7.6%
- Caretaking excluded, the Median gender pay gap at THH is 8.9%

Pay quartiles by gender (excluding caretaking function):

Quartile	Men	Women
Lower	35.5%	64.5%
Lower-mid	44.7%	55.3%
Upper-mid	56.6%	43.4%
Upper	73.7%	26.3%

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.

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.

What are the underlying causes of our gender pay gap?

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 the lower pay quartile (89.7%). This is largely due to the caretaking function being a male-dominated workforce, as excluding this group the representation of men in this quartile falls to 35.5%. We therefore need to identify strategies to promote this function as a viable career route for women.
- We have over-representation of males in the upper pay quartile (68.1%). This is unrelated to the caretaking function, as even excluding this group the representation of males remains high at 73.7%. We therefore need to identify strategies 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.

What are we doing to address the gender pay gap?

Excluding the caretaking function, our gender pay gap compares favourably to national benchmarks (7.6%/8.9% compared to 17.4%/18.4%). However, our data suggests that we have a particular issue with female representation in the upper pay quartile and so we are not complacent about our situation. Additionally, the inverse pay gap 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 already introduced some initiatives to support the reduction of our gender pay gap. During 2017, we introduced a women's leadership forum, which has been set up to discuss ideas around how we can attract, employ and retain more women in the senior level positions. As a result of this, we have implemented a women's leadership development programme within the organisation, helping to better equip female employees with high potential for career opportunities within the organisation. A follow-up programme to this is planned for 2018-19.

Also during 2018-19, we will:

- Review our parental leave and pay provision (including maternity, paternity, adoption and shared parental leave/pay arrangements) to ensure that we are an accessible employer to all those who are becoming parents, enabling our employees to take childcare decisions with a gender-neutral pay impact;
- Review our approach to working hours, working location and leave arrangements, helping our employees maintain a positive work-life balance that meets the needs of our customers whilst also appreciating the diverse needs and circumstances of our employees – with particular attention given to how we facilitate part-time and flexible working patterns at higher pay levels;
- Review our apprenticeship and graduate schemes with consideration to reducing the gender pay gap, including the job advertisement process – with particular consideration given to promoting routes for women into caretaking as a profession;
- Ensure that all recruitment panels involve at least one female, sending the right message to our prospective new employees.

We know that no one action will eliminate our gender pay gap. However, the publication of our gender pay comparisons gives us an opportunity to reinforce our existing programme of work and provide stimulus for fresh initiatives that allow all of our employees to maximise their ability to reach their potential and deliver a full contribution to the services we provide. We know that we will not eliminate our pay gap overnight, but the actions set out above represent our commitment to working progressively and taking action to do this.