Tower Hamlets Homes Race Pay Gap Report 2018

There is no legal obligation to publish a report about the race pay gap. However, Tower Hamlets Homes (THH) has decided to publish this information as part of our aim of being a diverse and inclusive organisation. This is our report for the "snapshot" date 5 April 2018.

In this report, we have classified the ethnic origin of our staff as follows:

White	Black and Minority Ethnic (BME)
White encompasses White English, White Irish, White Scottish, White Welsh, White Gypsy/ Roma and White Other.	BME encompasses Black Caribbean, Black Other African, Black Other, Asian-Bangladeshi, Asian- Indian, Asian-Pakistani, Asian-Vietnamese, Asian-Other, Mixed White and Asian, Mixed White and Black African, Mixed White and Black Caribbean, Other.

A workforce that reflects our community

Tower Hamlets Homes operates in and serves a very diverse community. It is important to us that the workforce we employ represents the community they serve. In the London Borough of Tower Hamlets, 55% of the population belong to BME groups and 45% of the population is white. Our workforce is 51.75% BME, 47.01% white and 1.24% of the workforce declined to state. This means that the ethnic makeup of the THH workforce is similar to the local community. There is however still a difference so we should work to increase the proportion of the workforce which is BME, particularly in the upper pay quartile.

Our race pay gap

- Overall, the Mean race pay gap at THH is -5.92%
- Overall, the Median race pay gap at THH is -43.16%

Pay quartiles by race:

Quartile	White	BME	Declined to State
Lower	66.94%	33.06%	0.00%
Lower-mid	39.67%	59.50%	0.83%
Upper-mid	33.88%	64.46%	1.65%
Upper	47.11%	50.41%	2.48%

The caretaking workforce, which is largely in the lowest pay quartile, is predominantly white, and therefore may have a skewing effect on our pay gap figures. 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 race pay gap at THH is 10.5%
- Caretaking excluded, the Median race pay gap at THH is 7.64%

Pay quartiles by race (excluding caretaking function):

Quartile	White	BME	Declined to State
Lower	28.08%	85.64%	1.28%
Lower-mid	30.77%	66.67%	2.56%
Upper-mid	42.31%	56.41%	1.28%
Upper	52.56%	44.87%	2.56%

Commitments

This data was processed retrospectively in 2019 in order to understand our direction of travel during 2018-19, which enabled us to produce our 2019 ethnicity pay gap report. Therefore there were no specific commitments for the 2018-19 year. Full details of activities undertaken can be viewed on our 2019 report.