

# Tower Hamlets Homes Race Pay Gap Report 2019

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 2019.

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 54% BME, 44% white and 2% of the workforce declined to state. This means that the ethnic makeup of the THH workforce is very 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 -2.03% (a **decrease** from -5.92%)
- Overall, the Median race pay gap at THH is -16.21% (a **decrease** from -43.16%)

### Pay quartiles by race:

| Quartile  | White | BME   | Declined to State |
|-----------|-------|-------|-------------------|
| Lower     | 63.1% | 36.9% | 0.0%              |
| Lower-mid | 29.8% | 68.6% | 1.6%              |
| Upper-mid | 35.5% | 62.8% | 1.6%              |
| Upper     | 47.9% | 47.9% | 4.1%              |

The caretaking workforce, which is largely in the lowest pay quartile, is predominantly white (96 of 154 employees), and this may therefore 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 13.22% (an **increase** from 10.5%)
- Caretaking excluded, the Median race pay gap at THH is 9.39% (an **increase** from 7.64%)

### Pay quartiles by race (excluding caretaking function):

| Quartile  | White | BME   | Declined to State |
|-----------|-------|-------|-------------------|
| Lower     | 18.1% | 80.7% | 1.2%              |
| Lower-mid | 34.9% | 61.5% | 3.6%              |
| Upper-mid | 37.8% | 61.0% | 1.2%              |
| Upper     | 51.2% | 43.9% | 4.9%              |

### **Trends noted from last year**

- The average ethnicity pay gap for all of THH has improved.
- Excluding caretakers, the ethnicity pay gap has widened.
- Similarly to last year, when looking at the figures for all staff, around 60% of the members of staff in the bottom quartile are white. The trend is reversed in the middle two quartiles. There is an even split in the upper quartile.
- When excluding caretakers, this year's results are also similar to last year. Looking at the bottom quartile, over 80% of staff are BME.

### **What are we doing to tackle our pay gap?**

We are proud of our diverse and inclusive workforce. There are many actions that THH have already taken to build and support a diverse workforce, recognised through our winning of the UK Housing Awards Diversity and Inclusion Pioneer Award in 2019. However there is more that we can do on ethnicity, and in 2019/20 these measures will include:

- Ensure that all our job advertisements clearly note that BME applicants are encouraged to apply;
- Considering how we advertise our apprenticeship and graduate schemes, with consideration to encouraging applications from under-represented groups;
- Renewing our management training in unconscious bias and other equality/diversity issues, to ensure that training content remains current and relevant to our workforce and resident profile;
- Encouraging BME take up of our Housing Diversity Network mentoring scheme, both as mentors and mentees, making sure that the scheme is accessible for staff working in all areas of the organisation;
- Considering how workforce accreditations may help us in developing best practices in relation to BME employment;
- Reviewing 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;
- Encouraging BME take up of caretaking roles, notably from our local Bangladeshi community where they are under-represented in caretaking – we will investigate the reasons behind this and encourage members of that community to apply.
- Considering joining the housing sector's "Leadership 2025" pledge, a set of five commitments to set representation targets, interview diverse pools of candidates, develop our leadership pipeline, lead by example and report on progress.

We are proud of the work we have already done to build and support our diverse workforce but know that there is still more we need to do. The actions set out above demonstrate our commitment to facilitating all of our employees to reach their potential and deliver a full contribution to the services we provide.