

Tower Hamlets Homes Gender Pay Gap Report 2018

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 2018.

Note that 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.

Our results for 2018 are:

- Overall, the Mean gender pay gap at THH is -10.79% (a **decrease** from -14% in 2017)
- Overall, the Median gender pay gap at THH is -25.15% (an **increase** from -21.6% in 2017)

Pay quartiles by gender:

Quartile	Men	Women
Lower	79.34%	20.66%
Lower-mid	60.33%	39.67%
Upper-mid	52.89%	47.11%
Upper	66.12%	33.88%

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 11.09% (an **increase** from 7.6% in 2017)
- Caretaking excluded, the Median gender pay gap at THH is 9.22% (an **increase** from 8.9% in 2017)

Pay quartiles by gender (excluding caretaking function):

Quartile	Men	Women
Lower	29.49%	70.51%
Lower-mid	47.44%	52.56%
Upper-mid	60.26%	39.74%
Upper	69.23%	30.77%

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.

What have we done since the last report?

THH took a number of actions during 2017-18, including:

- Implementing a women’s leadership development programme within the organisation, helping to better equip female employees with high potential for career opportunities within the organisation. The programme ran for the first time during 2017-18, with 10 participants,

and there are plans to run it again twice in 2018-19 and also introduce an “advanced level” course.

- 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 – with particular attention given to how we facilitate part-time and flexible working patterns at higher pay levels.

Changes observed since the last report

Comparing our 2018 figures with those of 2017:

- There is now greater representation of women in both the lower and upper pay quartiles (20.66%/33.88% compared to 10.3%/31.9% respectively).
- The mean average gender pay gap reduced to -10.79% from -14%, with mean male pay increasing whilst mean female pay decreased.
- The median average gender pay gap increased from -21.6% to -25.15%, largely due to our caretaking apprenticeship scheme, introduced in 2017-18, recruiting male candidates, which depressed the median male pay whilst median female pay remained static.

When excluding the caretaking function:

- There is now greater representation of women in both the lower and upper pay quartiles (70.51%/30.77% compared to 64.5%/26.3% respectively).
- The mean average gender pay gap increased to 11.09% from 7.6% with mean male pay increasing whilst mean female pay decreased slightly.
- The median average gender pay gap increased marginally from 8.9% to 9.22% as median male pay increased slightly whilst median female pay remained static.

External comparison

Excluding the caretaking function, our gender pay gap remains comparable to national benchmarks, with a median gender pay gap of 9.22% compared to 8.6% nationally (ONS data, October 2018).

Analysis

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 two pay quartiles (79.34% and 60.33%). This is largely due to the caretaking function being a male-dominated workforce (all but 20 of the 172 staff in the caretaking function are male), as excluding this group the representation of men in the lower two quartiles falls to 29.49% and 47.44%. The inverse pay gap (-10.79%/-25.15%) 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 over-representation of males in the upper pay quartile (66.12%, or 69.23% after excluding the caretaking function). We therefore need to continue 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.

Commitments

Given the trends identified about, during 2018/19 we will:

- Build on our encouraging progress in boosting women's representation in our upper pay quartile by repeating our women's leadership programmes (as above).
- Look to promote routes for women into caretaking as a profession by reviewing our apprenticeship scheme, including the job advertisement process.
- Introduce a new recruitment system that features a "blind" application processes to reduce unconscious gender bias in the recruitment process.

We are aware that we will not be able to eliminate our pay gap overnight. However, we are pleased with the considerable progress that we have made since last year and hope to reduce our gender pay gap through our actions in the next financial year. The actions set out above demonstrate our commitment to facilitating all of our employees to maximise their ability to reach their potential and deliver a full contribution to the services we provide.