

Gender Pay Gap 2025



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Foreword

I am delighted to present our Gender Pay Gap Report 2025. This report links to the Council's Workforce to Reflect the Community Strategy 2024-26, which outlines our ongoing commitment to addressing pay gaps, including targeted actions to close the ethnicity pay gap.

I am incredibly proud of the progress we've made in tackling the gender pay gap at Tower Hamlets. Our efforts have been so successful that we now report a positive gender pay gap, alongside positive gaps for disability and sexual orientation.

Equality is not just a priority at Tower Hamlets—it's at the heart of everything we do. We are dedicated to building on this momentum and, in particular, to making further strides in reducing the ethnicity pay gap.

Tower Hamlets is one of the UK's most diverse and vibrant communities, with people from all walks of life—different backgrounds, cultures, faiths, and identities – living and working together. This diversity is reflected in our workforce. This report sets out how we are performing in relation to not only the gender pay gap, which we are statutorily required to report on each year, but also ethnicity, disability and sexual orientation pay gaps.

In addition to the 4 pay gaps included in this report, we also provide average hourly rates for protected characteristics where it is not possible to provide a pay gap figure, i.e. religion and belief and age band, and we provide average hourly rate data for each ethnicity strand so we can better understand what is driving our ethnicity pay gap.

I am proud that as an employer we go above and beyond the minimum legislative reporting requirements and have done so since reporting on pay gaps was first introduced in 2018, and consider pay gaps across a wider range of protected characteristics in addition to gender.

We are deeply committed to advancing equality within our workforce, and in the coming years, we aim to broaden our analysis to include a wider range of intersectional data. This will help us better understand pay gaps across different groups—such as Black disabled women, class, and other intersecting identities—and enable us to take targeted actions to address any remaining disparities.

We will continue working to advance pay equality, with Tower Hamlets Council leading the way, not just in our sector, but also nationally on pay equality.

Mayor Lutfur Rahman

Context

All public sector employers with over 250 employees are required to publish Gender Pay Gap Reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Gender Pay Gap

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, male and female participation, and how effectively talent is being maximised.

The regulations relating to publishing gender pay gap information do not make provision for trans and non-binary employees, an issue the Council raised in its response to the original consultation on the legislation. As the Council's monitoring systems evolve to allow better self-identification around gender, this information will be included in future reports.

Equal Pay and Gender Pay Gap

The gender pay gap differs from equal pay. Equal pay deals with differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

What do we report on?

Using a snapshot of pay from **31 March 2024**, we use six calculations to show the difference between the average earnings of men and women in our organisation.

These are:

1. Our mean gender pay gap
2. Our median gender pay gap
3. Our mean bonus gender pay gap
4. Our median bonus gender pay gap
5. The proportion of men and women receiving a bonus payment
6. The proportion of men and women divided into four quartile pay bands

This information will be published on our own website and published on the government's gender pay website by 30 March 2025.

Do we report data on any other protected characteristic?

Yes, although there is no legislative requirement to. Since 2018, when the duty to report the gender pay gap was introduced, we have reported on the following, in addition to the gender pay gap:

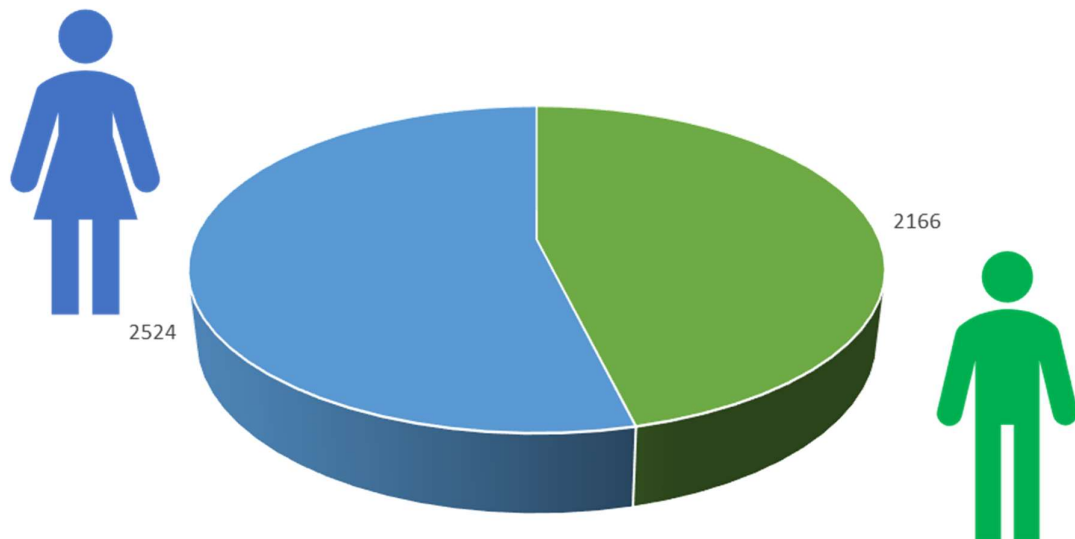
- 1) Ethnicity pay gap
- 2) Disability pay gap

- 3) LGBT pay gap
- 4) Religion/Belief average hourly rates
- 5) Age band average hourly rates

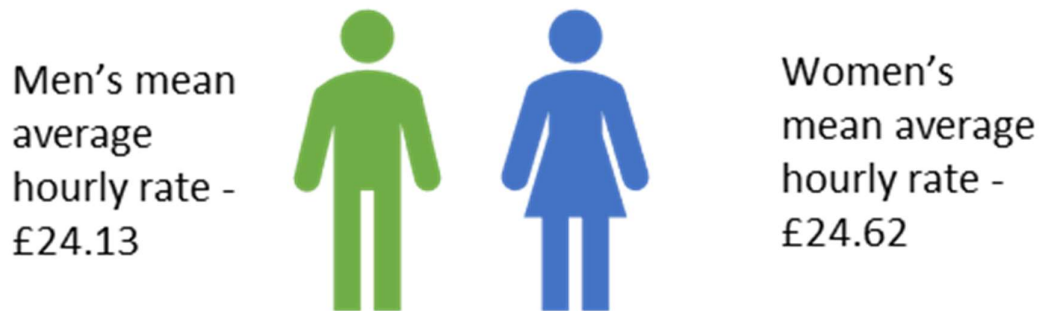
Workforce Profile - Gender

When we calculate gender pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc. The workforce headcount at 31st March 2024 was 5260, of which 2914 (55%) were females and 2346 (45%) were males.

At 31st March 2024, our total number of full pay employees was 4690, of which 2524 (54%) were females and 2166 (46%) were males.



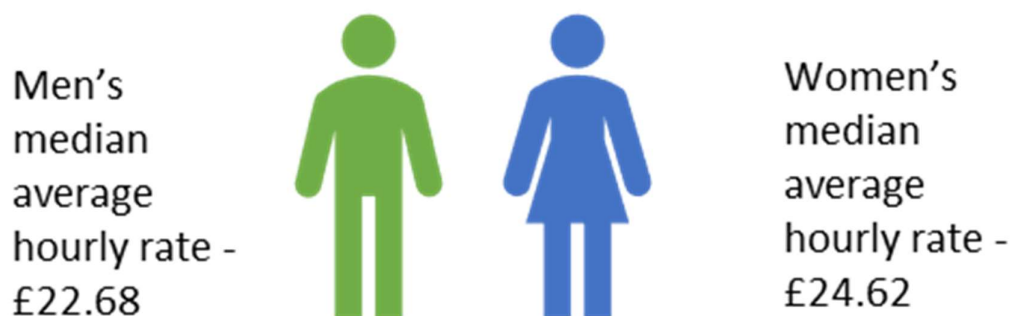
Mean Gender Pay Gap



Women earn on average 2.03% more than men

The mean gender pay gap has changed from a negative gap of 0.60% in 2024 to a positive gap of -2.03% in 2025. This figure is relatively hard to benchmark due to the differing make up of services that are offered by different councils. The Council has both traditionally lowest paid male workforce (waste collection) and traditionally lowest paid female workforce (contract services) in house. The figure has also been impacted this year through the inclusion for the first time of approx. 500 employees insourced from Tower Hamlets Homes, which in 2024 reported a positive pay gap of -5.60%.

Median Gender Pay Gap

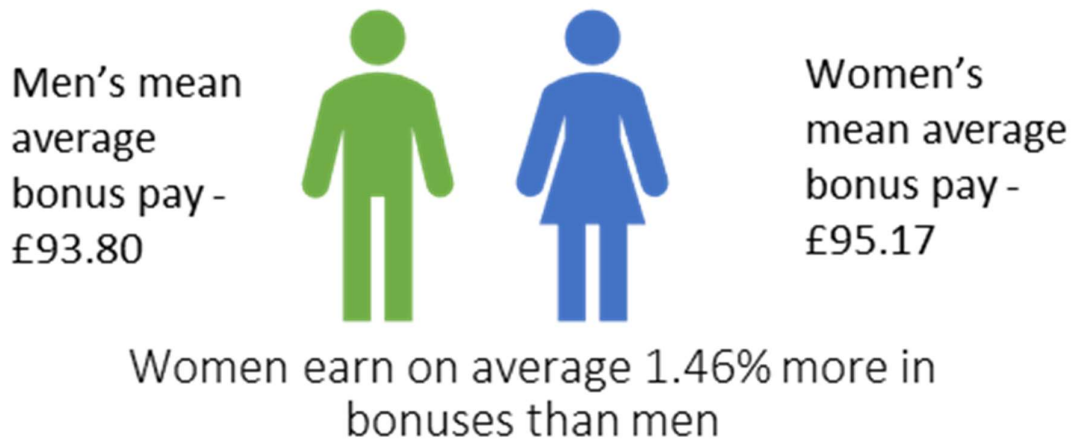


Women earn on average 5.86% more than men

The median gender pay gap has increased from -2.43% in 2024 to -5.86% in 2025.

Bonus Gender Pay Gaps

Mean average bonus pay gap



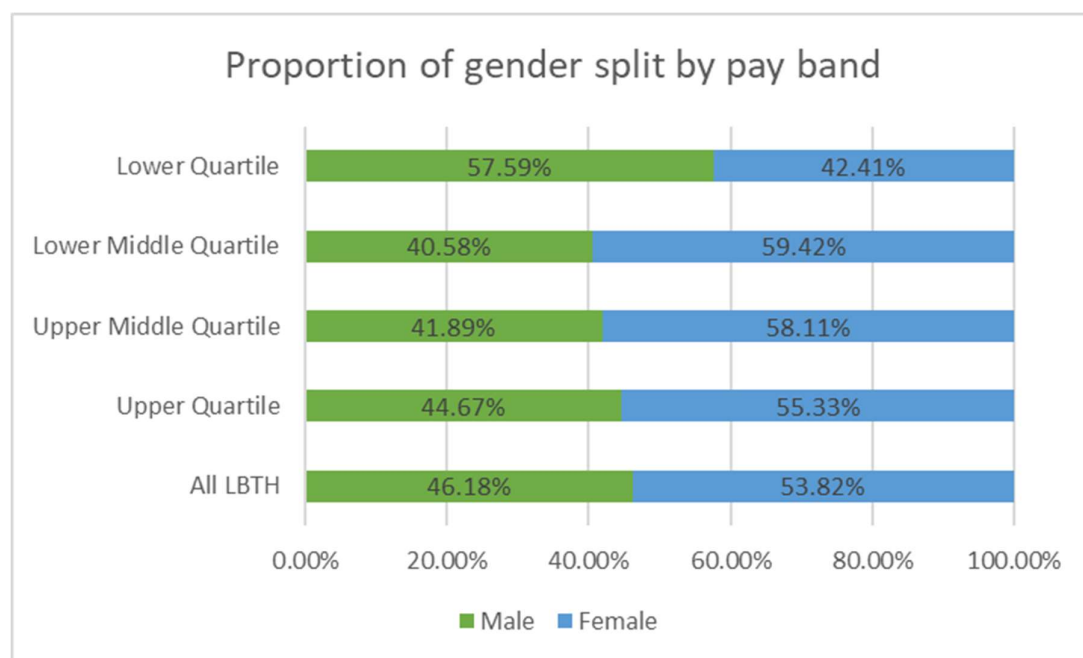
Median average bonus pay gap



The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the gender pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

Proportion of Men and Women by Pay Band

Below, we have split the workforce into quartiles to show the proportion of men and women in each broad pay band.



There are 1172 people in the lower and upper middle quartiles and 1173 in the lower middle and upper quartiles.

With our overall workforce split between men and women being 46:54, this is a useful benchmark against which to compare the balance in each of the quartiles.

Women are proportionately overrepresented in the three highest pay quartiles and under-represented in the lower quartile.

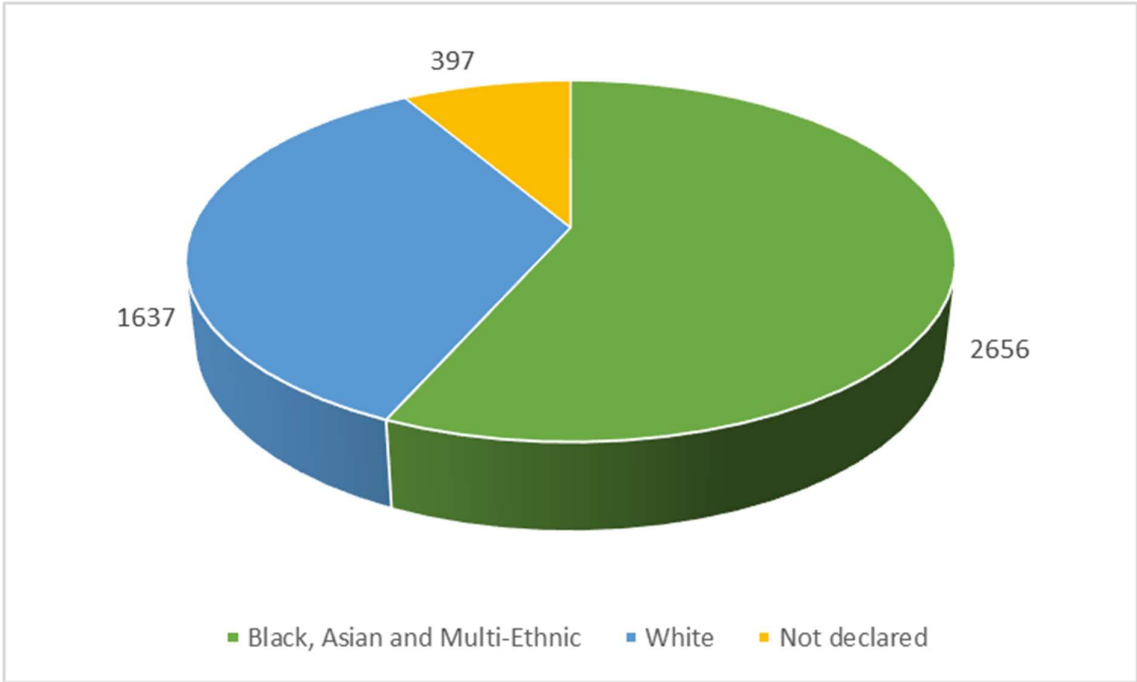
Workforce Profile – Ethnicity

When we calculate ethnicity pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc.

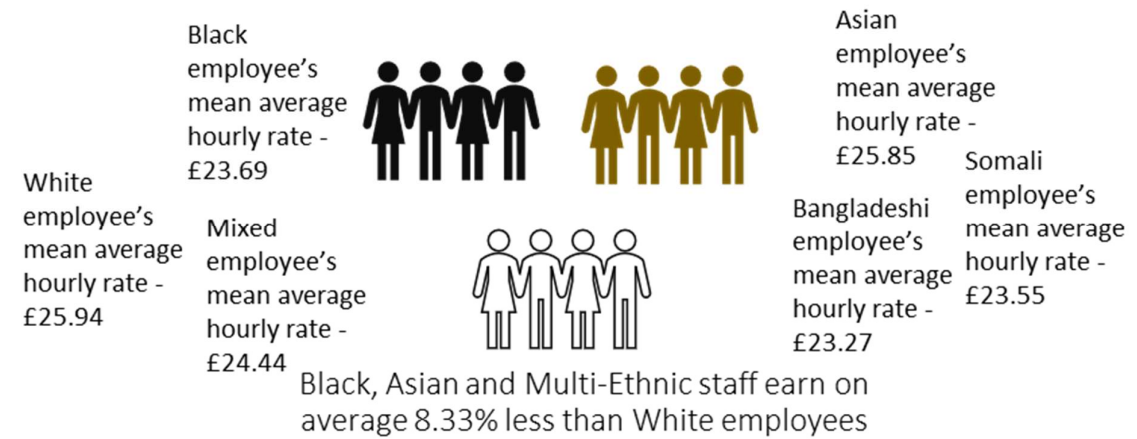
At 31st March 2024, our total number of full pay employees was 4690, of which 2656 (57%) were Black, Asian and Multi-Ethnic, 1637 (35%) were White and 397 (8%) had not disclosed their ethnicity.

The percentage of Black, Asian and Multi-Ethnic employees, at 57%, matches exactly the percentage of the borough population that is Black, Asian and Multi-Ethnic. Broken down by the different ethnicity strands, this figure is made up of:

- Asian employees 6% (they make up 11% of the borough population)
- Bangladeshi employees 26% (they make up 30% of the borough population)
- Black employees 20% (they make up 7% of the borough population)
- Mixed employees 3% (they make up 4% of the borough population)
- Other employees 1% (they make up 4% of the borough population)
- Somali employees 1% (they make up 1% of the borough population)



Mean Ethnicity Pay Gap



The mean ethnicity pay gap has increased for the first time since reporting started in 2018, from 7.50% in 2024 to 8.33% in 2025. The figure has been impacted this year through the inclusion for the first time of approx. 500 employees insourced from Tower Hamlets Homes.

Median Ethnicity Pay Gap



The median ethnicity pay gap has increased since last year, when it was 7.46%, to 10.08% in 2025.

Bonus Ethnicity Pay Gap

Mean average bonus pay gap



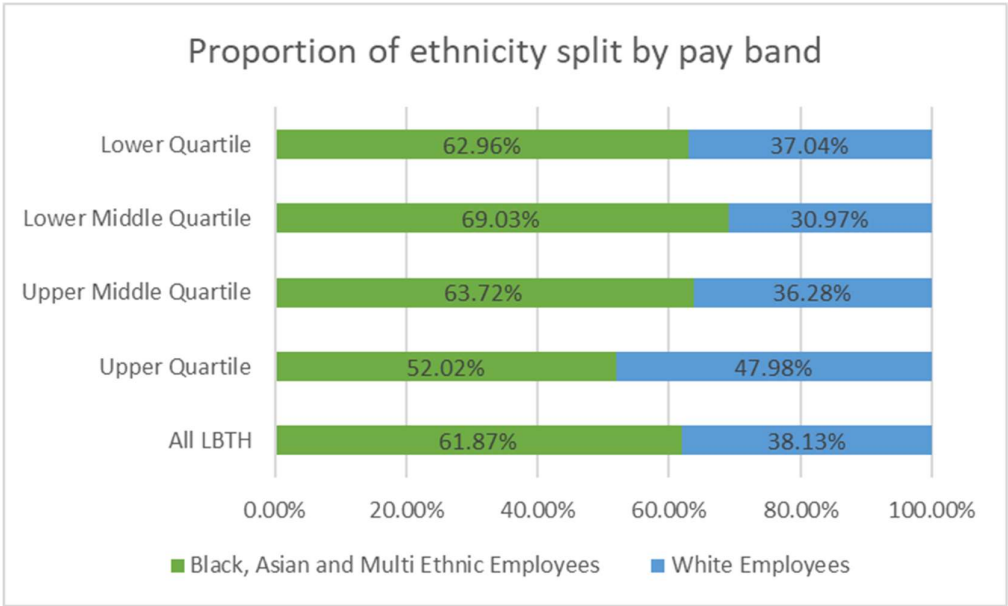
Median average bonus pay gap



The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the ethnicity pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

Proportion of Black, Asian and Multi-Ethnic Employees by Pay Band

Below, we have split the workforce into quartiles to show the proportion of Black, Asian and Multi-Ethnic employees compared to White employees in each broad pay band.



There are 1172 people in the lower and upper middle quartiles and 1173 in the lower middle and upper quartiles.

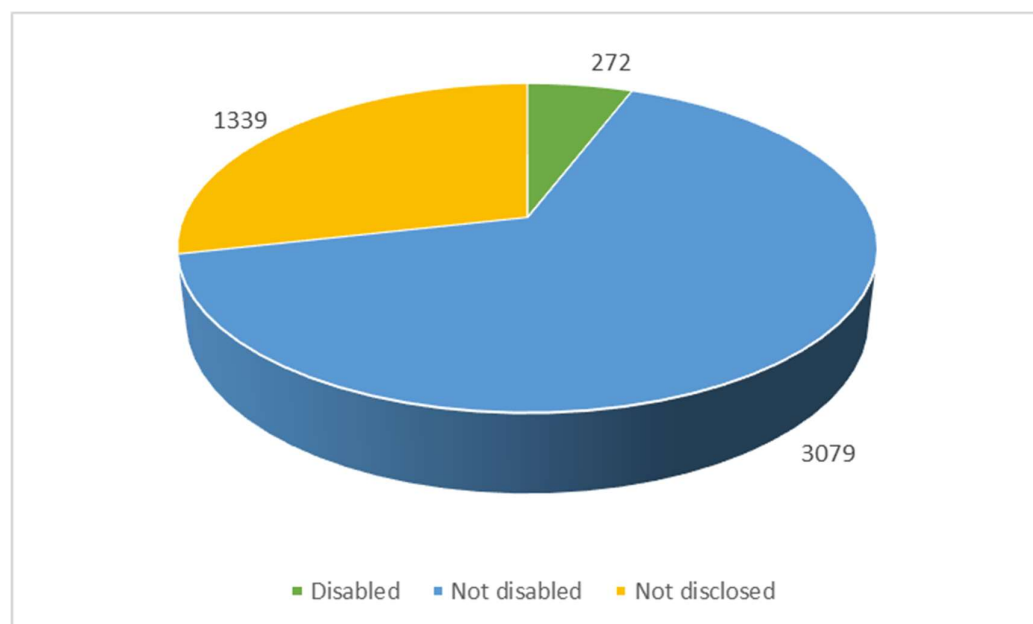
With our overall workforce split between Black, Asian and Multi-Ethnic employees and White employees being 62:38, this is a useful benchmark against which to compare the balance in each of the quartiles.

Black, Asian and Multi-Ethnic employees are proportionately overrepresented in the upper middle, lower middle and lower quartiles and proportionately underrepresented in the upper quartile.

Workforce Profile – Disability

When we calculate disability pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc.

At 31st March 2024, our total number of full pay employees was 4690, of which 272 (6%) were disabled, 3079 (66%) were not disabled and 1339 (28%) had not disclosed their disability status.



Mean Disability Pay Gap



The mean disability pay gap has increased very slightly from last year, when it was -3.03%, to -3.10% in 2025.

Median Disability Pay Gap



The median disability pay gap has increased since last year, when it was -2.59%, to -5.07% in 2025.

Bonus Disability Pay Gap

Mean average bonus pay gap

Disabled
employee's
mean average
bonus pay -
£82.80



Non disabled
employee's
mean average
bonus pay -
£94.81

Disabled employees earn on average 12.67% less in
bonuses than non disabled employees

Median average bonus pay gap

Disabled
employee's
median
average
bonus pay -
£90.00



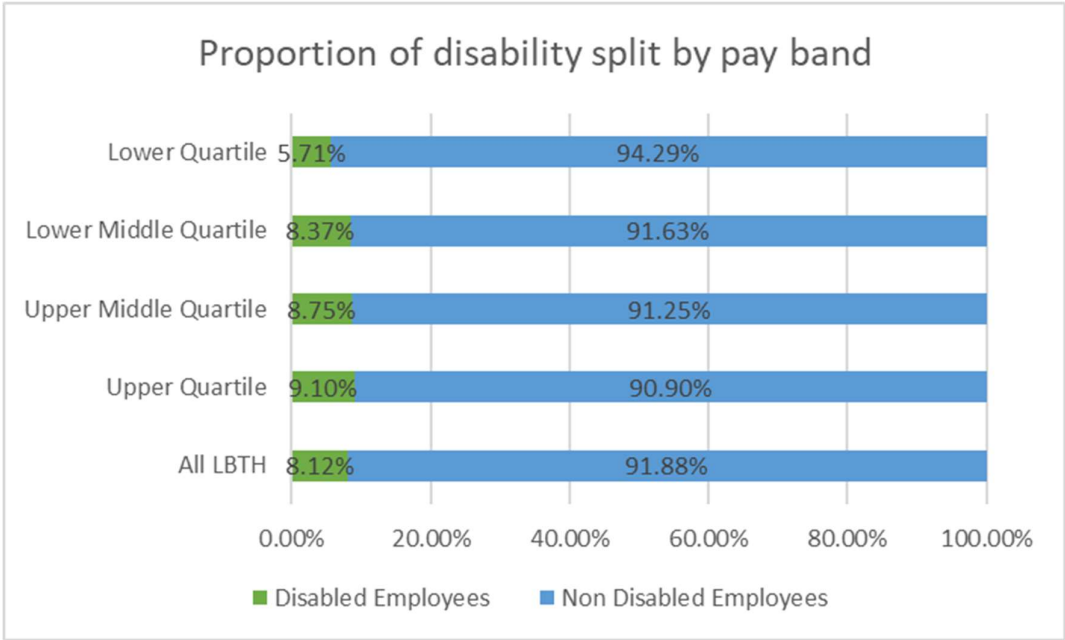
Non disabled
employee's
median
average
bonus pay -
£90.00

Disabled employees earn the same as non disabled
employees

The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the disability pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

Proportion of Disabled and Non-disabled Employees by Pay Band

Below, we have split the workforce into quartiles to show the proportion of disabled employees compared to non-disabled employees in each broad pay band.



There are 1172 people in the lower and upper middle quartiles and 1173 in the lower middle and upper quartiles.

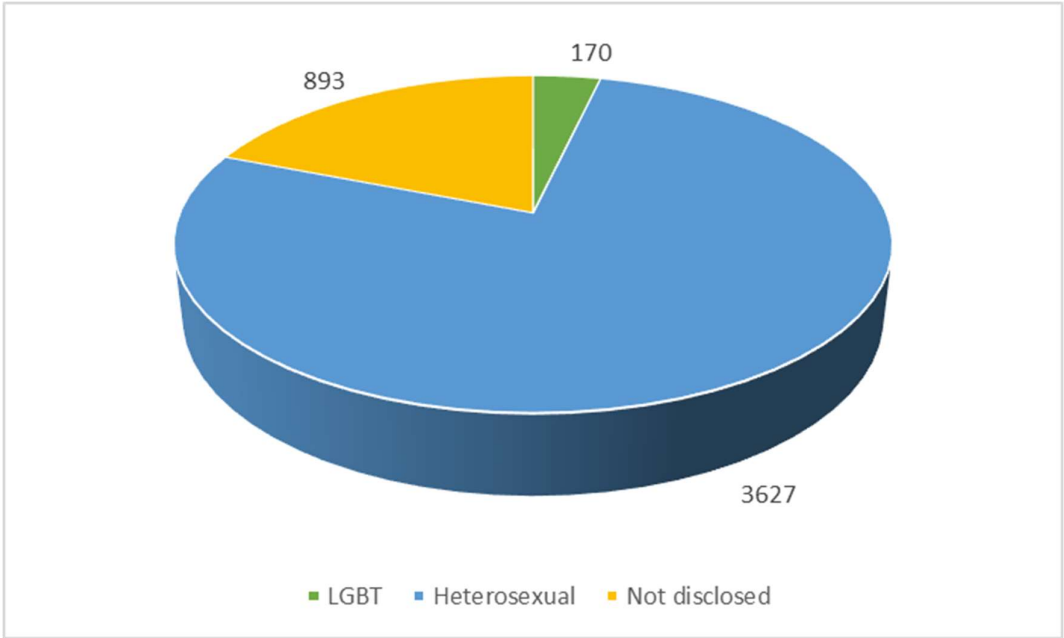
With our overall workforce split between disabled employees and non-disabled employees being 8:92, this is a useful benchmark against which to compare the balance in each of the quartiles.

Disabled employees are proportionately overrepresented in the upper, upper middle and lower middle quartiles and proportionately underrepresented in the lower quartile.

Workforce Profile – Sexual Orientation

When we calculate sexual orientation pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc.

At 31st March 2024, our total number of full pay employees was 4690, of which 170 (4%) were LGBT, 3627 (77%) were heterosexual and 893 (19%) had not disclosed their sexual orientation.



Mean LGBT Pay Gap

LGBT
employee's
mean average
hourly rate -
£25.70



Heterosexual
employee's
mean average
hourly rate -
£24.35

LGBT employees earn on average 5.54% more than heterosexual employees

The mean LGBT pay gap has very slightly increased from last year, when it was -5.41%, to -5.54% in 2025.

Median LGBT Pay Gap

LGBT
employee's
median
average
hourly rate -
£25.30



Heterosexual
employee's
median
average
hourly rate -
£23.55

LGBT employees earn on average 7.43% more than heterosexual employees

The median LGBT pay gap has increased slightly since last year, when it was -6.98%, to -7.43% in 2025.

Bonus LGBT Pay Gap

Mean average bonus pay gap

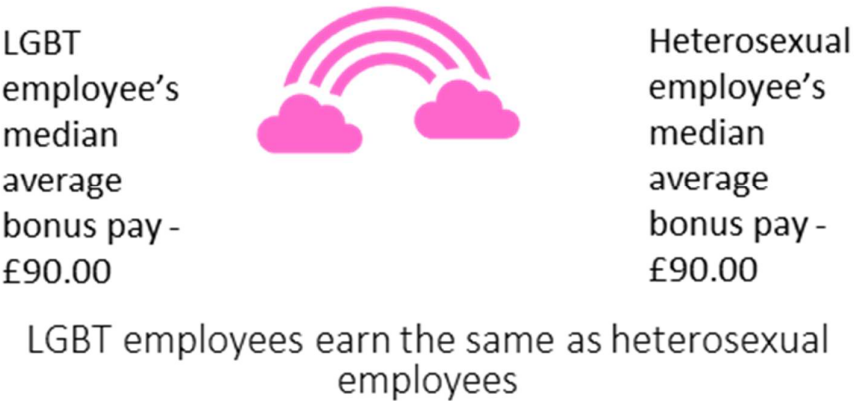
LGBT
employee's
mean average
bonus pay -
£74.48



Heterosexual
employee's
mean average
bonus pay -
£98.93

LGBT employees earn on average 24.71% less in bonuses than heterosexual employees

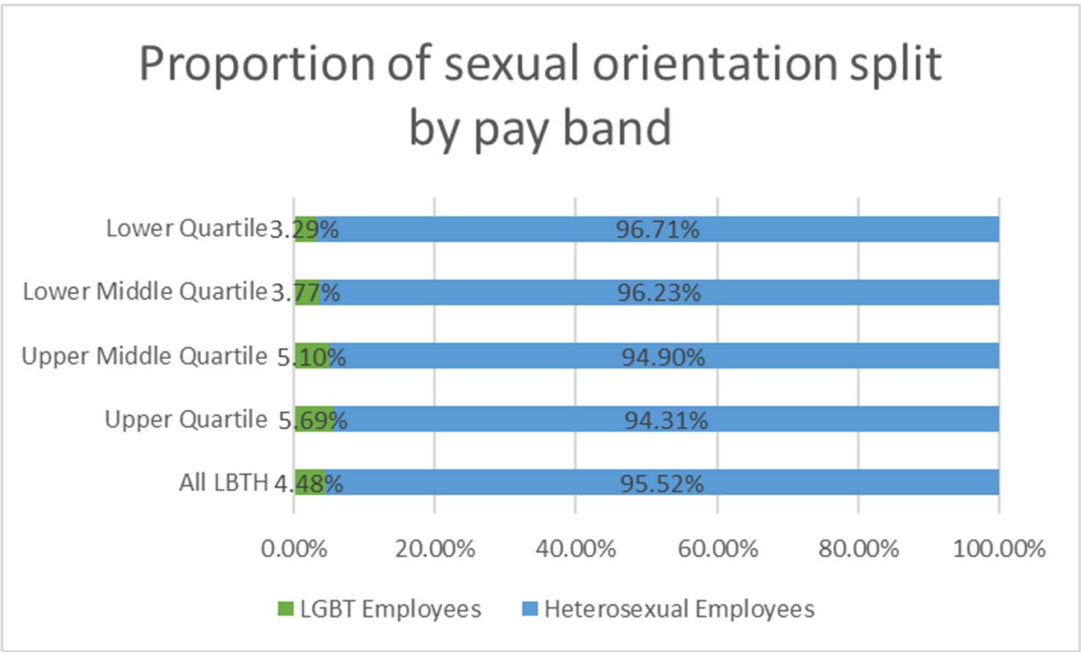
Median average bonus pay gap



The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the sexual orientation pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

Proportion of LGBT and Heterosexual Employees by Pay Band

Below, we have split the workforce into quartiles to show the proportion of LGBT employees compared to heterosexual employees in each broad pay band.



There are 1172 people in the lower and upper middle quartiles and 1173 in the lower middle and upper quartiles.

With our overall workforce split between LGBT and heterosexual employees being 4:96, this is a useful benchmark against which to compare the balance in each of the quartiles.

LGBT employees are proportionately overrepresented in the upper and upper middle quartiles and proportionately underrepresented in the lower and lower middle quartiles.

Pay Gap – Religion and Belief

The hourly rates of pay are provided for religion/belief as there is no direct comparator. No analysis is provided since the table provides the information in what is a clear format.

Religion/Belief	Numbers of employees	Mean Hourly Pay (£)	Median Hourly Pay (£)
Buddhist	25	25.82	26.96
Christian	1463	24.25	23.23
Hindu	62	26.22	25.30
Jewish	29	26.11	24.65
Muslim	1403	23.06	22.45
None	772	26.65	26.41
Other	155	23.31	22.13
Sikh	28	26.74	25.83
Unknown	753	24.72	23.55
Total/Average	4690	24.39	23.55

Pay Gap – Age

The hourly rates of pay are provided for age band as there is no direct comparator. No analysis is provided since the table provides the information in what is a clear format.

Age Band	Numbers of employees	Mean Hourly Pay (£)	Median Hourly Pay (£)
16 - 24	85	18.36	17.65
25 - 34	692	23.28	23.23
35 - 44	1197	24.73	24.08
45 - 54	1187	25.00	24.08
55 - 64	1228	24.76	22.75
65 - 74	284	23.73	21.30
75 - 84	17	18.70	18.20
Total/Average	4690	24.39	23.48

Next steps

The challenge, as it is nationally, is to eliminate any of our pay gaps and we will continue to analyse and compare these figures year on year. The Workforce to Reflect the Community Strategy 2024-26 includes a section and actions relating to pay gaps, specifically to close the ethnicity pay gap and look at introducing class pay gap reporting. We will also look to improve our data so we can see intersectional data e.g. pay rates for Black disabled women and will be able to put in place targeted actions.