

Tower Hamlets GP Care Group  
GENDER PAY GAP REPORT

---

**Who we are**

Tower Hamlets GP Care Group is a federation of the 37 General Practices in Tower Hamlets providing care to over 312,000 people.

We are a partner in Tower Hamlets Together, an accountable care partnership of public and voluntary sector health and social care organisations in the Borough that promotes wellbeing and self-help, and coordinates health and social care for our community.

We were formed as a Community Interest Company in September 2014 and employ over 300 staff working across a range of occupational groups.

**What we do**

We provide a range of community and primary care services to the public, various 'at scale services' for GP practices and staff training through our CEPN and Open Doors services.

Health Visiting services across the Borough plus Advocacy & Interpreting and GP Out of Hours form the bulk of the direct service provision that we deliver, the overwhelming majority of professionally qualified staff in this service are female.

**Our Gender Pay gap data**

Hourly Rate Metrics

Women's hourly rate is

|               |                |
|---------------|----------------|
| <b>17%</b>    | <b>40%</b>     |
| <i>HIGHER</i> | <i>HIGHER</i>  |
| MEAN AVERAGE  | MEDIAN AVERAGE |

Pay Quartiles

The number of men and women in each quarter of our payroll

|                     |            |
|---------------------|------------|
| <i>Top quartile</i> |            |
| <b>4%</b>           | <b>96%</b> |
| MEN                 | WOMEN      |

|                              |            |
|------------------------------|------------|
| <i>Upper middle quartile</i> |            |
| <b>6%</b>                    | <b>94%</b> |
| MEN                          | WOMEN      |

*Lower middle quartile*

|     |       |
|-----|-------|
| 8%  | 92%   |
| MEN | WOMEN |

*Lower quartile*

|     |       |
|-----|-------|
| 20% | 80%   |
| MEN | WOMEN |

Bonus Pay

Women's bonus pay is

|              |                |
|--------------|----------------|
| 0%           | 0%             |
| <i>LOWER</i> | <i>LOWER</i>   |
| MEAN AVERAGE | MEDIAN AVERAGE |

Who received bonus pay

|        |          |
|--------|----------|
| 0%     | 0%       |
| OF MEN | OF WOMEN |

**Narrative**

We recognise our obligations under the Gender Pay Gap Reporting regulations and welcome the opportunity to consider our workforce from this important and valuable perspective.

Tower Hamlets GP Care Group is a community based healthcare provider and a high proportion of our staff are women, just over 90% of those covered by the pay data in this report. This is not untypical in our sector though it is perhaps unusual that men are more concentrated in the lower pay quartiles.

The majority of our staff transferred to the Care Group from NHS employment on National Agenda for Change terms and conditions. Where we have appointed staff directly this has tended to be into more junior support roles on local pay rates and this is where the pay differences are generally concentrated.

We will be reviewing our recruitment procedures and practices to ensure that they are not discriminatory and make necessary changes.

Chris Banks  
Chief Executive