



Thirteen Gender Pay Gap *Report 2021*



Introduction: who we are

We've grown through a succession of mergers between social housing providers over the last 20 years and today we own and manage 35,000 properties in the North East, Yorkshire and Humber.

The ability to deliver high quality services to our 70,000 plus customers in a coordinated way depends on attracting and retaining the right people with the right skills who are ambassadors for Thirteen. Part of that means providing a supportive and motivating environment for our 1,600 colleagues.

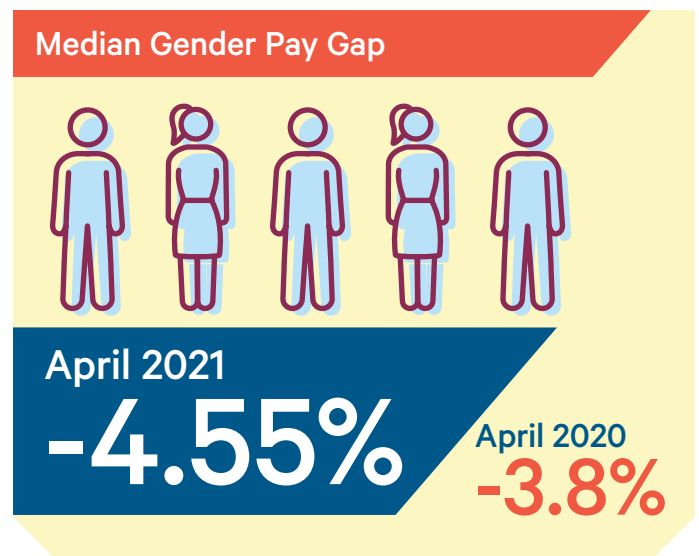
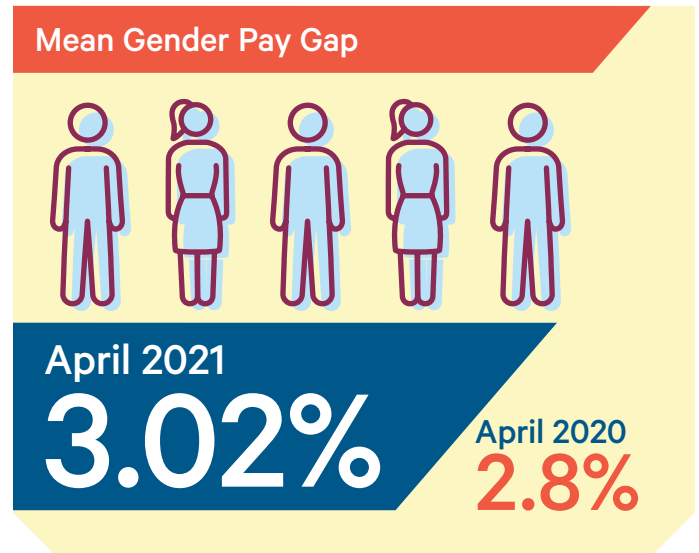
Our ultimate goal is to be a true employer of choice, not just because our pay and benefits are better than most in the region, but because our people feel that Thirteen is such a great place to work, their families and friends know and admire what they do, and they also feel proud of Thirteen as their employer.

Being Team Thirteen is about being high performing, collaborative and efficient. We want our colleagues to have an environment where they can be the best they can be at work, where we'll do our best to create great days at work, creating an experience that helps them feel proud, valued, energised and challenged, as well as connected and informed.

We don't just want co-workers. We want everyone to be an ambassador. And we want everyone to feel this at every stage, from the moment they want to come to work for Thirteen to the moment they leave us and move on to new challenges.

By delivering on these ambitions, colleagues, and potential colleagues, will be able to see that we are a trusted employer of choice and we will be able to attract, develop and retain the very best talent. Our approach to fairness and equality underpins this and Gender Pay Gap reporting and analysis informs this.

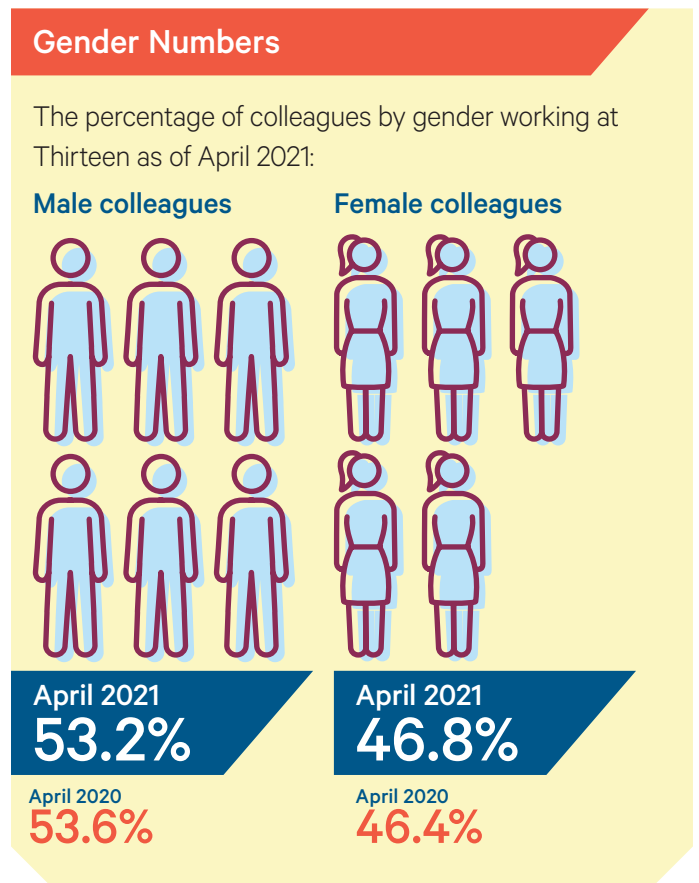
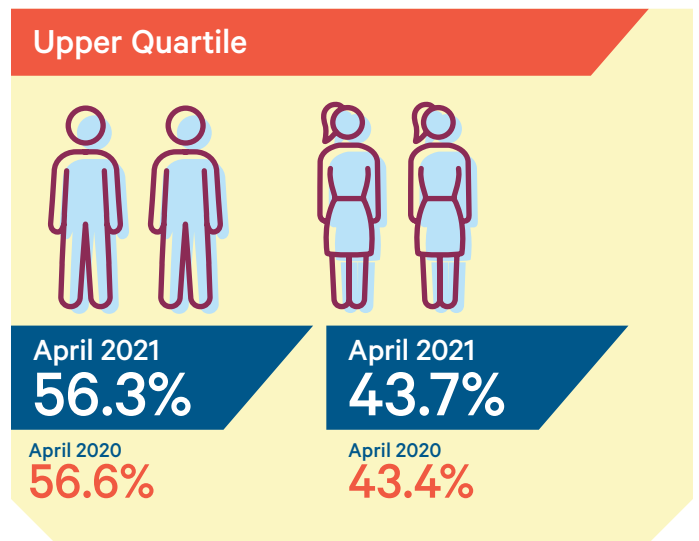
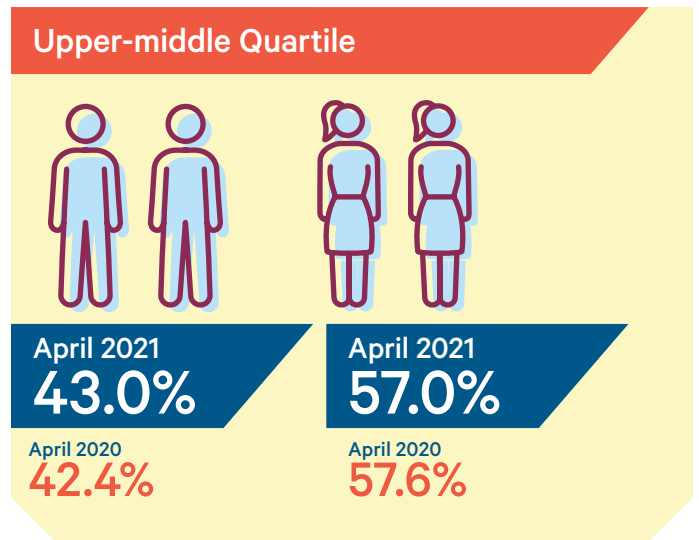
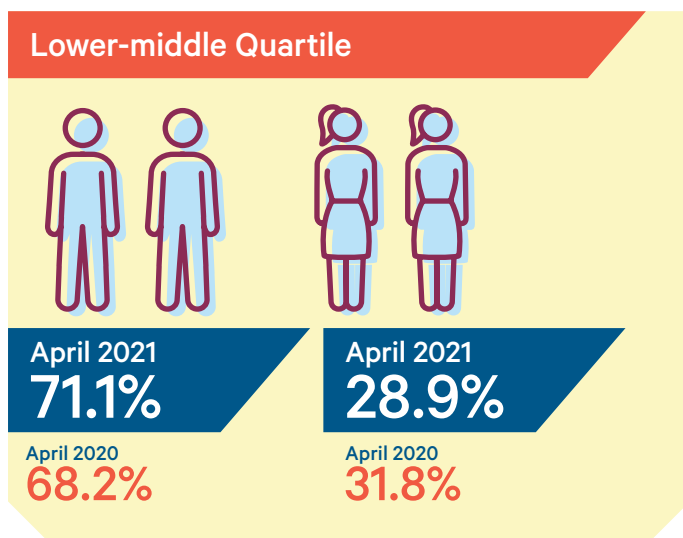
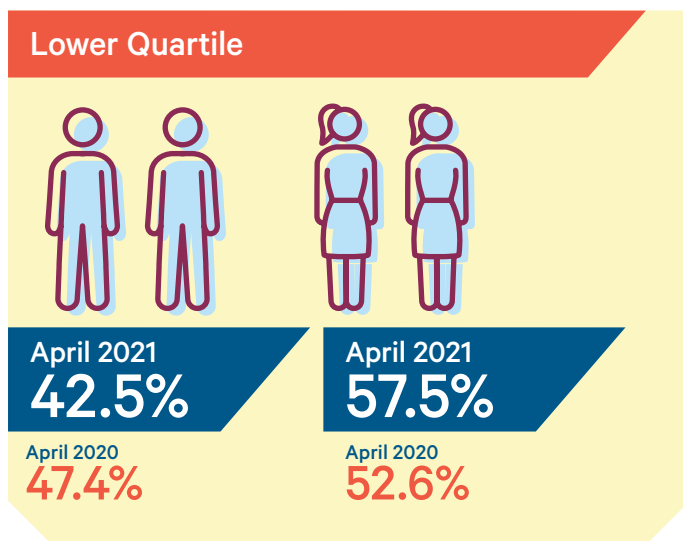
Our Gender Pay Gap figures are as follows:



What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the mean and median earnings of male and female employees. This is represented as a percentage of male earnings. For Thirteen female colleagues earn on average (mean) 3.02% less than their male colleagues, however the midpoint (median) earnings of male and female colleagues differ by -4.55% which indicates that the median female salary in the organisation is 4.55% higher than that of the median male salary when expressed as a percentage of median male pay.

Here we illustrate the breakdown of gender percentages by quartile pay band over the last 2 years. This shows the percentage of male and female colleagues at each pay quartile within the organisation. Our overall male/female ratio is also illustrated.



Gender Pay and Equal Pay – what’s the difference?

It’s important to understand the difference between equal pay and gender pay. Equal pay considers the pay differences between males and females who are doing the same jobs, similar jobs or work of equal value. Our job evaluated approach to pay ensures that we have an equality-proofed pay structure.

Gender pay analysis looks at the differences in pay by mean and median measures between male and females, and any gender pay gap is shown as a percentage of male earnings. That’s why it’s possible for organisations to be fully compliant with equal pay legislation but still to have a gender pay gap.

What does this mean and what are we doing?

The national Gender Pay Gap figures reported by the Office of National Statistics show that the Gender Pay Gap among full-time employees was 7.9% in April 2021; this was 7.4% in April 2020 and 9.0% in 2019. In comparison, and as can be seen, our figures continue to be healthy and mirror the national trend. We have been reporting on the Gender Pay Gap now for 5 years and as can be seen in the published tables, that provides rich data that we can analyse in terms of observable trends. We strive for our colleague offer to be fair and equitable and our approach to Gender Pay supports this in that our Gender Pay statistics are one way of measuring our progress.

Our pay and reward offer as well as recruitment and retention, talent management, agile working policies and processes, the use of technology, being creative and doing things differently, and flexible working opportunities all have a role to play in reducing our Gender Pay Gap. We will continue to monitor, develop and further improve our approach in all of these areas with the aim of addressing the gender imbalances in our workforce where they present. We know that addressing gender pay issues is a positive for Thirteen. In a world of skill and talent shortages, closing the gender pay gap and increasing female representation at all levels in the organisation can offer access to talent.

But that approach to Gender Pay and equality isn’t just an internal focus. We recognise the impact we can make in the Tees Valley as a major employer, and we support collaboration beyond Thirteen that is focused on challenging gender inequality and the gender pay gap and promoting female talent within our sector and beyond. We actively participate in the WISH network (The Network for Women Working in Social Housing) and have recently supported a charity, the Girl’s Network, with its award-winning mentoring programme. Over 50 female colleagues from across Thirteen have signed up to become mentors for females across the Tees Valley supporting mentees - regardless of where they are from - to access the best opportunities available, to have high aspirations and recognise their self-worth, and to develop their capacity to shape their world.