

## The national picture

Figures from the Office for National Statistics show that nationally, the gender pay gap fell to an all-time low of 7.4% among full-time employees in April 2020 - down from 9% in 2019.

Within Thirteen, we've reported our gender pay gap figures since 2017 and they show a positive trend over the past four years, reflecting the national trend.

## What we're doing

We know that addressing gender pay issues is positive for Thirteen. Closing the gender pay gap and increasing female representation at all levels can offer access to a wider range of talents.

Our approach to pay, reward, recruitment and retention all have a role to play in reducing our gender pay gap. Other areas such as talent management, agile working, the use of technology, and flexible working also play a part. We're continuing to monitor, develop and improve our approach within all of these areas to address any gender imbalances in our workforce.

We also recognise the impact we can make as a major employer in the North East. We work with other organisations to challenge inequality and the gender pay gap, and promote female talent within our sector and beyond. We participate in the Network for Women Working in Social Housing and this year, we've supported the Girl's Network with its mentoring programme. Over 50 female colleagues have become mentors for females across the Tees Valley, supporting them to access opportunities, develop high aspirations, recognise their self-worth, and develop their capacity to shape their world.



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# Thirteen gender pay gap report 2020



**thirteen**  
Managing and building homes

## Who we are

Thirteen owns and manages 34,000 properties in the North East, with 30,000 of these in the Tees Valley.

As the largest housing association in the North East and among the biggest 25 nationally, our customers are at the heart of what we do.

Delivering high quality services to our 70,000 customers depends on attracting and retaining the right people who become ambassadors for Thirteen; providing a supportive and motivating environment for our 1,500 colleagues helps us to do this.

Our ultimate goal is to be a true employer of choice: we want our people to feel that Thirteen is a great place to work; their families and friends know and admire what they do; and they feel proud of Thirteen as their employer.

We want to create great days at work for our colleagues underpinned by our approach to fairness and equality. This report gives details about how we're performing to manage the gender pay gap.

## What is the gender pay gap?

The gender pay gap shows the difference between the mean (average) and median (mid-point) earnings of male and female employees.

This is represented as a percentage of male earnings.

This is different from equal pay which considers the pay difference between males and females who are doing the same job, similar jobs or work of equal value. Thirteen's approach to job-evaluation and pay ensures that we have an equality-proofed pay structure.

This difference between gender pay gaps and equal pay is the reason why it's possible for organisations to be compliant with equal pay legislation, but still have a gender pay gap.

## How we're performing

Thirteen's gender pay gap is narrowing and is less than the national mean average of 7.4% among full-time employees.

At Thirteen, female colleagues earn on average, 2.8% less than their male colleagues.

The mid-point (median) earnings of male and female colleagues differs by -3.8%. This means that the median salary for females is 3.8% higher than the median salary for males.

