

thirteen



Thirteen Gender Pay Gap Report 2023



Introduction: who we are

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

With a vision to be the most trusted housing association with happy customers, the ability to deliver high quality services to more than 73,000 customers in a coordinated way depends critically on attracting and retaining the right people with the right skills who are ambassadors for Thirteen. Part of this means providing a supportive and motivating environment for our 1,550 colleagues.

Our strategic priorities of happy customers, fantastic homes and brilliant people underpin our goal 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, here at Thirteen, we have a brilliant culture and we reward great people, that it's 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 our colleagues to feel respected, appreciated and valued; we're known for investing in people to have the right skills to deliver for our customers and our customers are passionate ambassadors of Thirteen as a great place to work.

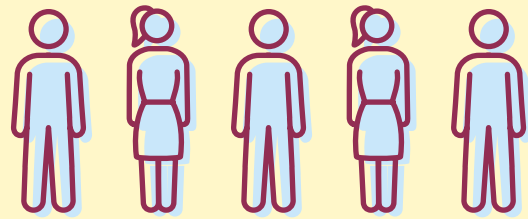
All of this is underpinned by our values of:

- Proactive
- Accountable
- Courageous
- Considerate

By delivering on these ambitions, colleagues, and potential colleagues, will be able to see that we are a trusted employer of choice and we are 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:

Mean Gender Pay Gap

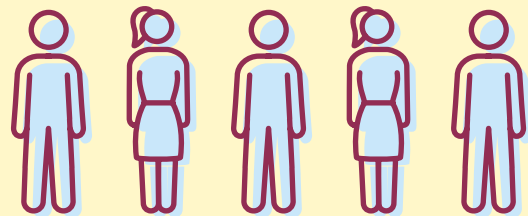


April 2023

2.88%

April 2022
2.73%

Median Gender Pay Gap



April 2023

0.95%

April 2022
-3.78%

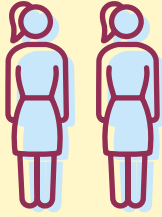
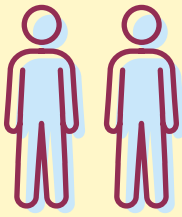
What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the mean and median earnings of male and female colleagues. This is represented as a percentage of male earnings. At Thirteen, female colleagues earn on average (mean) 2.88% less than their male colleagues.

However, the midpoint (median) earnings of male and female colleagues differ by 0.95%, which indicates that the median female salary in the organisation is just less than 1% lower 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. This shows the percentage of male and female colleagues at each pay quartile within the organisation. Our overall male/female ratio is also illustrated.

Lower Quartile



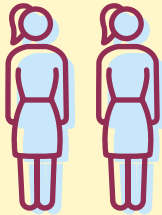
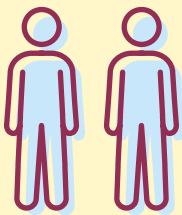
April 2023
51.6%

April 2023
48.4%

April 2022
41.9%

April 2022
58.1%

Lower-middle Quartile



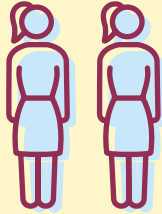
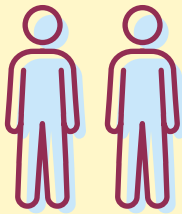
April 2023
41.5%

April 2023
58.5%

April 2022
70.3%

April 2022
29.7%

Upper-middle Quartile



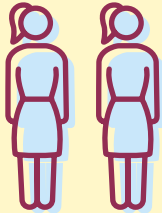
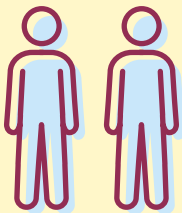
April 2023
64.8%

April 2023
35.2%

April 2022
47.1%

April 2022
52.9%

Upper Quartile



April 2023
57%

April 2023
43%

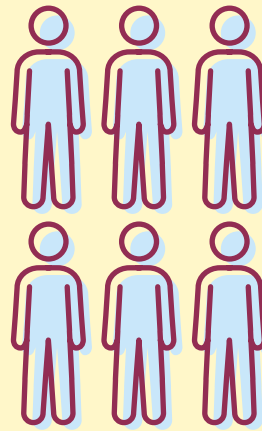
April 2022
53.9%

April 2022
46.1%

Gender Numbers

The percentage of colleagues by gender working at Thirteen as of April 2022:

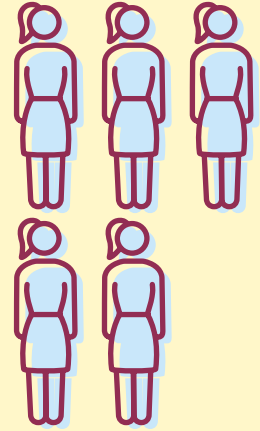
Male colleagues



April 2023
53.7%

April 2022
53.3%

Female colleagues



April 2023
46.3%

April 2022
46.7%

Gender Pay Quartiles, differences between 2022 /23 percentages:

You can see from the table above that there has been some movement between the quartiles in 2023:

- Upper middle males have increased, whilst females have decreased.
- Lower middle males have decreased, whilst females have increased.
- Lower males have increased, whilst females have decreased.

There are several reasons for this:

- During our regular cycle of market testing salaries in 2022, it was identified that our salaries for some specific trade groups were not reflective of the market rate for those particular skilled trade groups, post Covid. For those particular groups, salaries were increased in November 2022. The majority of workers within those trade groups are males, and whilst the previous salary placed them in the lower middle quartile in 2022, the current salary now places the majority in the upper middle quartile.
- The market testing exercise also affected another (all male) trade group. Although the actual salaries for this group didn't change, the effect of the changes mentioned above moved them from lower middle to lower category in 2023.
- There are also slightly more apprentices in 2023 than 2022, the majority of the trades apprentices being male, which has also the effect of increasing the lower quartile male figure.

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

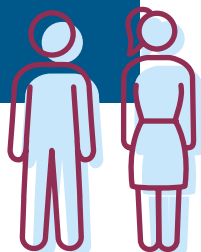
It’s important to understand the difference between equal pay and gender pay. Equal pay considers the pay differences between males and females who are doing the same jobs, similar jobs or work of equal value. Our job evaluated approach to pay ensures that we have an equality-proofed pay structure.

Gender pay analysis looks at the differences in pay by mean and median measures between male and females. 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?

According to the Office of National Statistics (ONS) the Gender Pay Gap, among full-time employees, was 7.7% in April 2023. Previous years’ results were 8.3% in April 2022; 7.7% in April 2021; 7.4% in April 2020 and 9.0% in 2019 (pre-coronavirus (COVID-19) pandemic).

“In comparison, and as can be seen, our figures continue to be healthy”



This is the seventh year that we have reported on the Gender Pay Gap, and as can be seen in the published tables, it provides rich data that we can analyse and identify 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, recruitment and retention, talent management, agile working policies and processes, technology, being creative and doing things differently, as well as flexible working opportunities all have a role to play in reducing our Gender Pay Gap. We 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 under-used pools of talent.

In 2024, we have a target to increase female representation within our trade workforce, a common male-gendered workforce. Actively working to reduce the gender split in this area not only highlights more opportunities for females in the workplace, but also enhances our service delivery, particularly where a female customer can’t be alone in the presence of a male operative.

This 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), providing colleagues opportunities to connect with other female professionals and expand their network within the social housing sector, with one of our Thirteen colleagues acting as a volunteer board member.