

Gender pay gap report 2017

A decorative graphic in the bottom left corner consisting of a red stepped line and a yellow curved line.

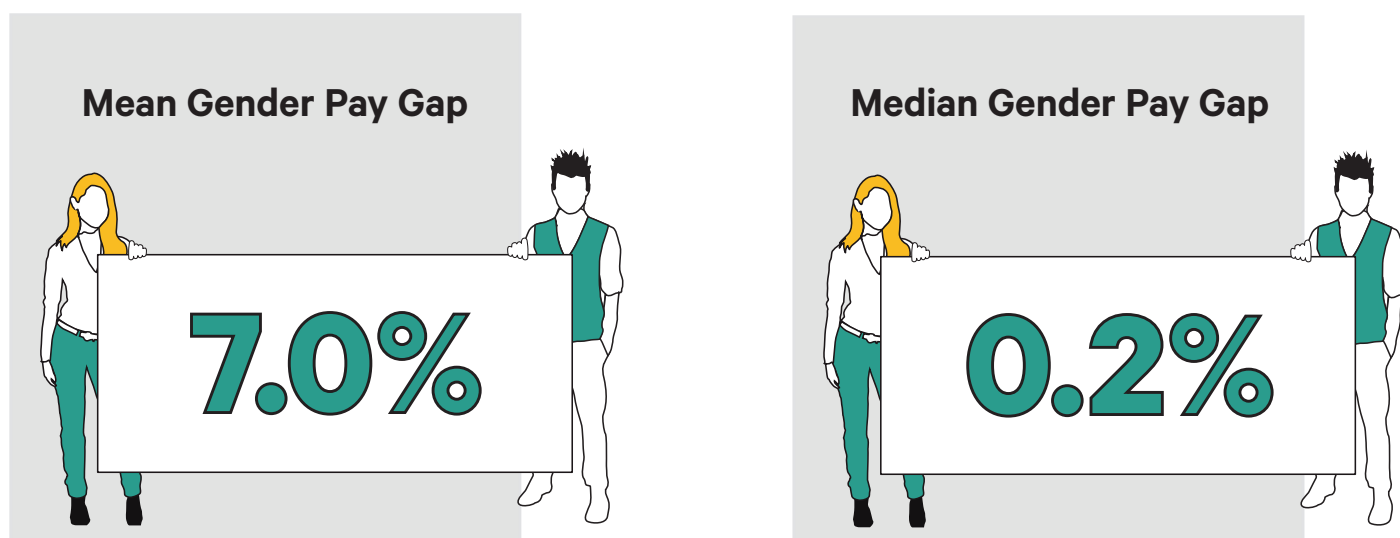
thirteen
Managing and building homes

Introduction

As a major employer in the North East, our 1,500 staff members work to provide services to more than 70,000 customers. We're an equal opportunities employer and welcome a broad diversity of people to the team.

As we employ more than 250 staff members we are required by law to publish details of our mean and median gender pay gap as well as providing a breakdown of the percentage of male and female employees in each layer of the organisation each year. Our figures for 2017 are shown below.

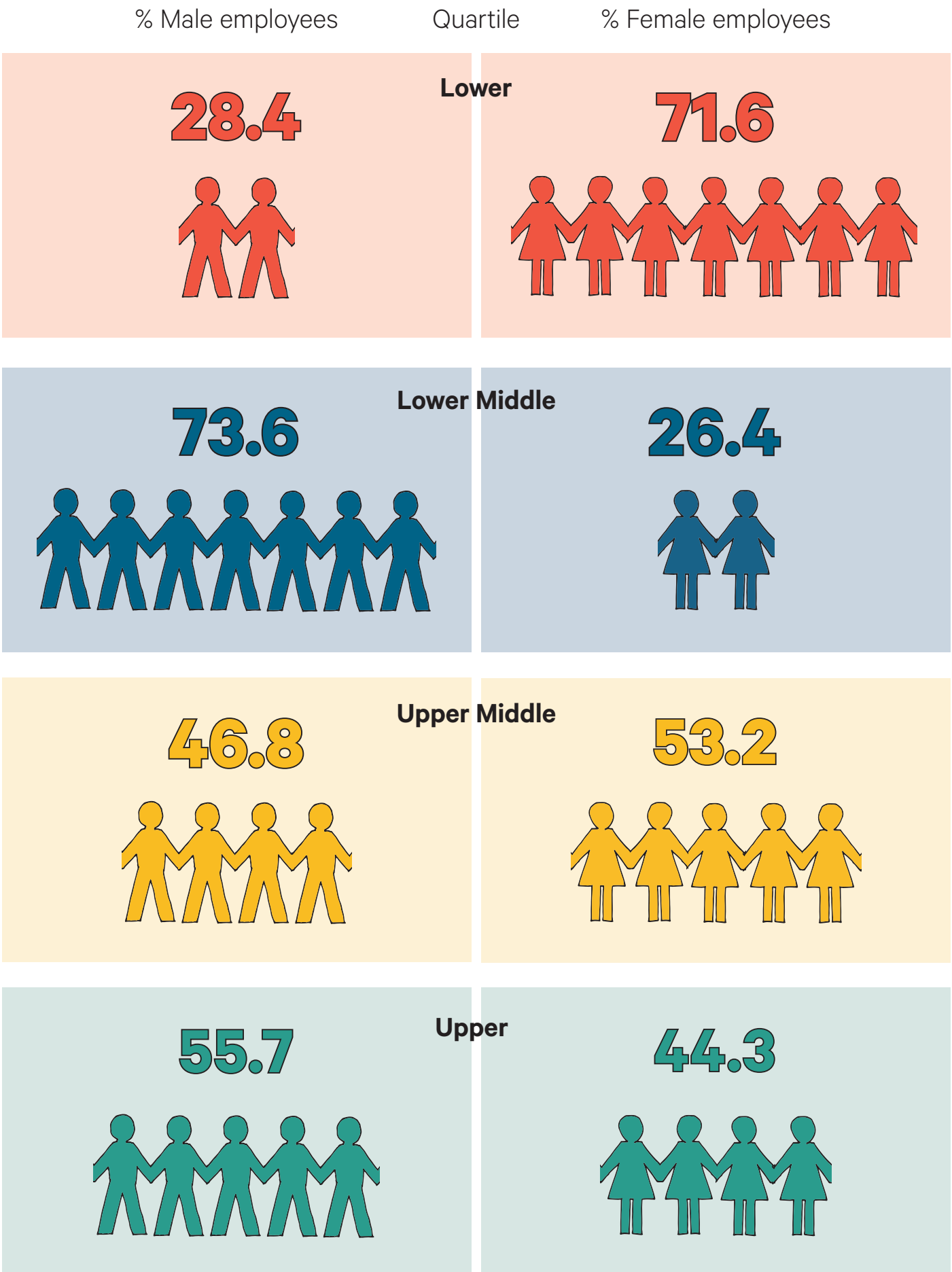
Mean and Median Gender Pay Gap



“ The mean gender pay gap figure refers to average pay, calculated by adding up all our salaries and dividing them by the number of colleagues. The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and selecting the middle number. ”



% to compare the male and female employees at each level of the organisation



Gender pay, equal pay and equality

It's important to understand the difference between equal pay and gender pay. Equal pay looks at the pay differences between men and women who are doing the same jobs, similar jobs or work of equal value.

Our job evaluated pay structure ensures that we have an equality-proofed pay structure.

Gender pay looks at the differences in average pay (mean and median) between men and women, and any gender pay gap is shown as a percentage of men's earnings. That's why it's possible for organisations to be fully compliant with equal pay legislation but to still have a significant gender pay gap.

Where we are and what we're going to do

As a fair and ethical employer we have a number of initiatives in place, which promote a positive environment to work in including wide range of flexible working options so staff members can achieve a work life balance. These options include part-time working, job share, home working, flexitime and agile working.

While our gender pay figures are healthy within our sector, and in comparison to the national picture, we are focused on what we can do to improve gender equality which will help attract people to work for us in the future.

We know there are a number of reasons which create the gender pay gap, such as a higher number of female staff choosing to work in lower paid part-time jobs.

We recognise that some staff groups, such as trade operatives have very few women working in that area. This group of staff is male dominated and makes up around one third of the total workforce at Thirteen.

We can see that females are well represented at all senior levels of our organisation and some have worked for the organisation for many years where they have progressed in their careers to senior roles demonstrating their gender is no barrier to progression at Thirteen.

Research shows that reducing your gender pay gap is good for your organisation and its success. Businesses that have a diverse and inclusive workforce succeed through being more able to attract and retain the right staff with the right skills

We will now use the information from our gender pay figures to develop a strategy to address our gender pay gap. This will look at our equality, talent management, pay, reward, recruitment and retention processes and policies with the aim of tackling the gender imbalances in our workforce where we have identified them.



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