

A photograph of a man and a woman standing at a construction site. Both are wearing white hard hats and high-visibility yellow safety vests over their work clothes. The woman on the left is smiling and has long brown hair. The man on the right has a beard and is looking directly at the camera. In the background, there is a brick wall and scaffolding. A banner at the top of the scaffolding displays the phone number '0300 111 1000' and the website 'www.thirteengroup.co.uk'.

# Gender pay gap report 2018

The logo for 'thirteen' is displayed in a white, lowercase, sans-serif font. The letters are closely spaced, and the 't' and 'h' are connected. The logo is positioned in the lower-left area of the image, partially overlaid by a red geometric shape.

thirteen

Managing and building homes

# Introduction

As the largest housing association in the North East of England, we are committed to be an employer of choice, focused on the continued development of colleagues to provide a great customer experience.

Our 1,500 skilled colleagues reach out to 70,000 customers bringing a breadth of experience and a can-do attitude. Our approach to gender pay equality will support us to achieve this ambition.

## At Thirteen

**50.1%**  
of our colleagues  
are male



**49.9%**  
of our colleagues  
are female

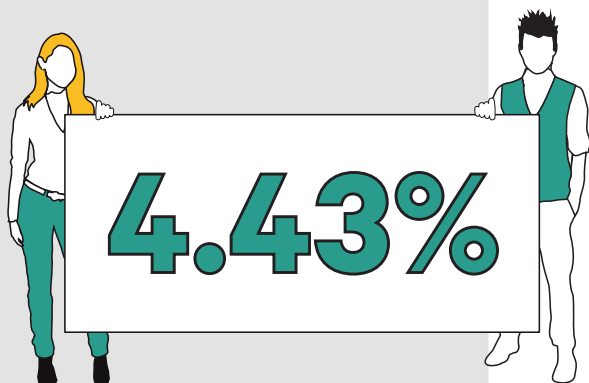


We pride ourselves on our culture and embed our values in everything we do. That means being considerate in our behaviour, smart in the way we do things and progressive by moving things on for everyone's benefit.

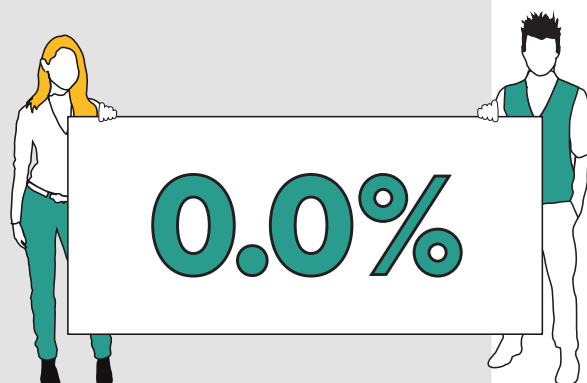
We value equality and diversity and we want to provide the best possible experience we can for our colleagues, so we can retain and attract the right people with the right skills, who will act as ambassadors for Thirteen.

## Mean and Median Gender Pay Gap

### Mean Gender Pay Gap



### Median Gender Pay Gap

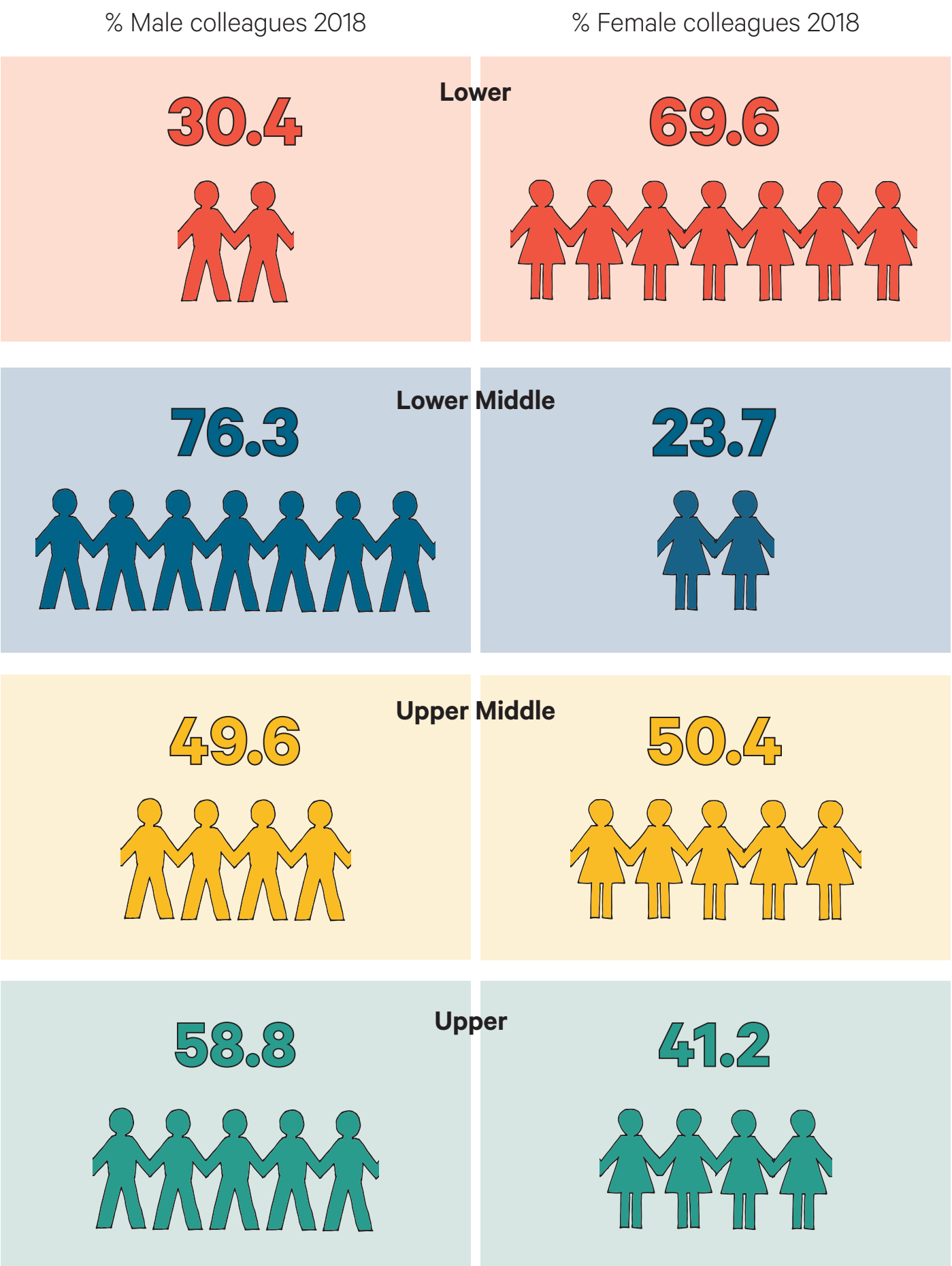


“ The gender pay gap shows the difference between the mean or median earnings of men and women. This is expressed as a percentage of men's earnings. So, for Thirteen, female colleagues earn on average (mean) 4.43% less than male colleagues, however the midpoint (median) earnings of male and female colleagues are identical at 0.0%. The 4.43% mean figure is largely driven by the number of males in trade roles and females in more part time, lower paid roles such as cleaners. ”



**% male and female employees at each pay quartile within the organisation**

Below is the summary split of where colleagues sit in term of quartile pay bands.



The figures show there's a higher proportion of women in the lower and upper middle quartile whereas lower middle and upper quartiles have a higher percentage of men.

# 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

Thirteen colleagues are passionate about what they do. They care about making a difference and improving services to their customers. Each element of our employee life cycle is of vital importance from 'attract me', 'get me started', 'develop me' right through to 'wish me farewell'. By following this cycle we'll create a working environment where our colleagues feel valued, energised at work and proud to work for our organisation.

We have a range of flexible working options in place to support colleagues in achieving a healthy work-life balance including part-time working, job share, home working, flexitime and agile working. Pay, benefits and flexibility at work all play their part in this, and our gender pay results are one means of measuring our progress towards building a workplace where all our colleagues feel happy, connected and motivated.

We take pride in the fact our gender pay figures are healthy within our sector and in comparison to the national picture. We're focused on what we can do to improve gender equality which will help attract the very best talent to work for us in the future.

We know that some staff such as trade operatives have historically been male dominated however, we're making good progress here in terms of gender equality and have attracted national recognition of our success. We're proud that three of our senior female colleagues who work in property services were recently recognised as development and maintenance team of the year at the 2018 Women in Housing Awards. We hope this will help Thirteen attract more women to construction roles at all levels.

We can see that females are well represented at all levels of our organisation. 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.



# What's our next steps?

We feel that taking a positive approach to our gender pay continues to send a powerful message to staff. A valued workforce is more likely to be high performing and productive, therefore supporting our aims and values making Thirteen a more attractive place to work.

We now have two years of gender pay data, so we will use this information to analyse our gender pay gap and, over the next 12 months, set targets in areas that we'd like to improve on. This will look at our equality, talent management, pay and reward, recruitment and retention processes and policies with the aim of tackling the gender imbalances in our workforce where we have identified them. We will also start to have conversations with colleagues about how we can increase flexibility and agility as part of our 'Right Space, Right Place' project which could lead to more flexible ways of working.

 [www.thirteengroup.co.uk](http://www.thirteengroup.co.uk)

 **ThirteenGroup**

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