



Gender Pay Gap Report 2019

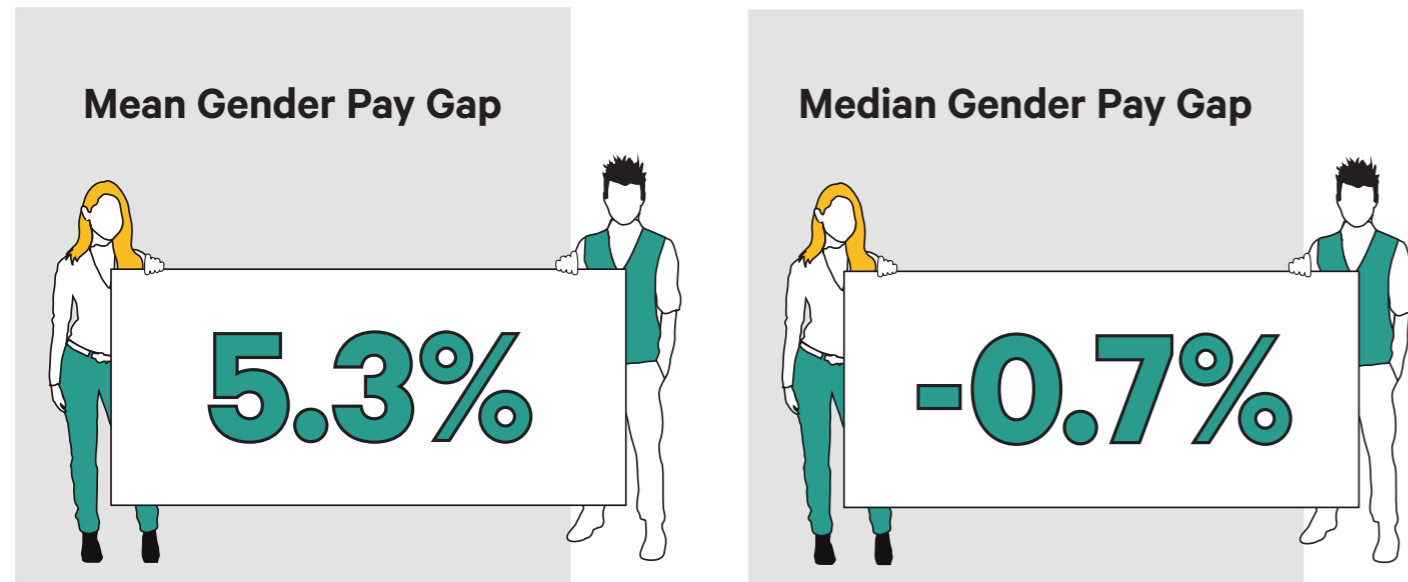
thirteen
Managing and building homes

Introduction

As the largest housing association in the North East of England, we are committed to being an employer of choice and one that is focused on the continued development of colleagues to provide a great customer experience. Our approach to gender pay equality is just one of the many things that will support us to achieve this ambition and make Thirteen a great place to work. Our 1,600 skilled colleagues reach out to over 70,000

customers bringing a breadth of experience and a can-do attitude to their work. 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.

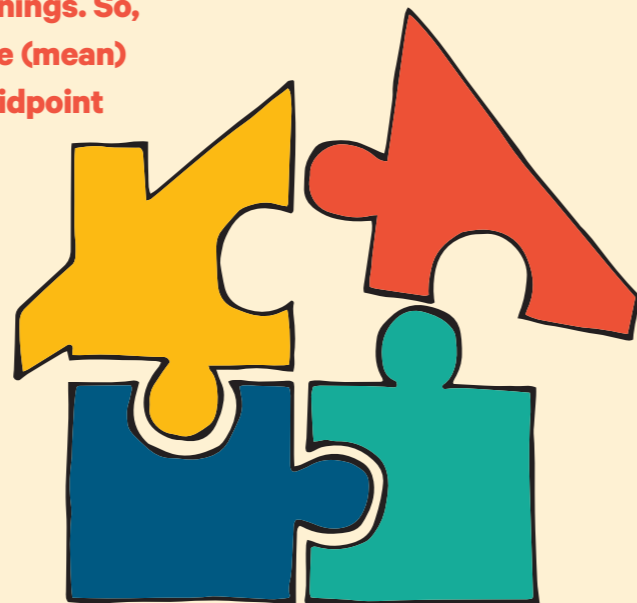
Mean and Median Gender Pay Gap



“ The gender pay gap shows the difference between the mean and median earnings of men and women.

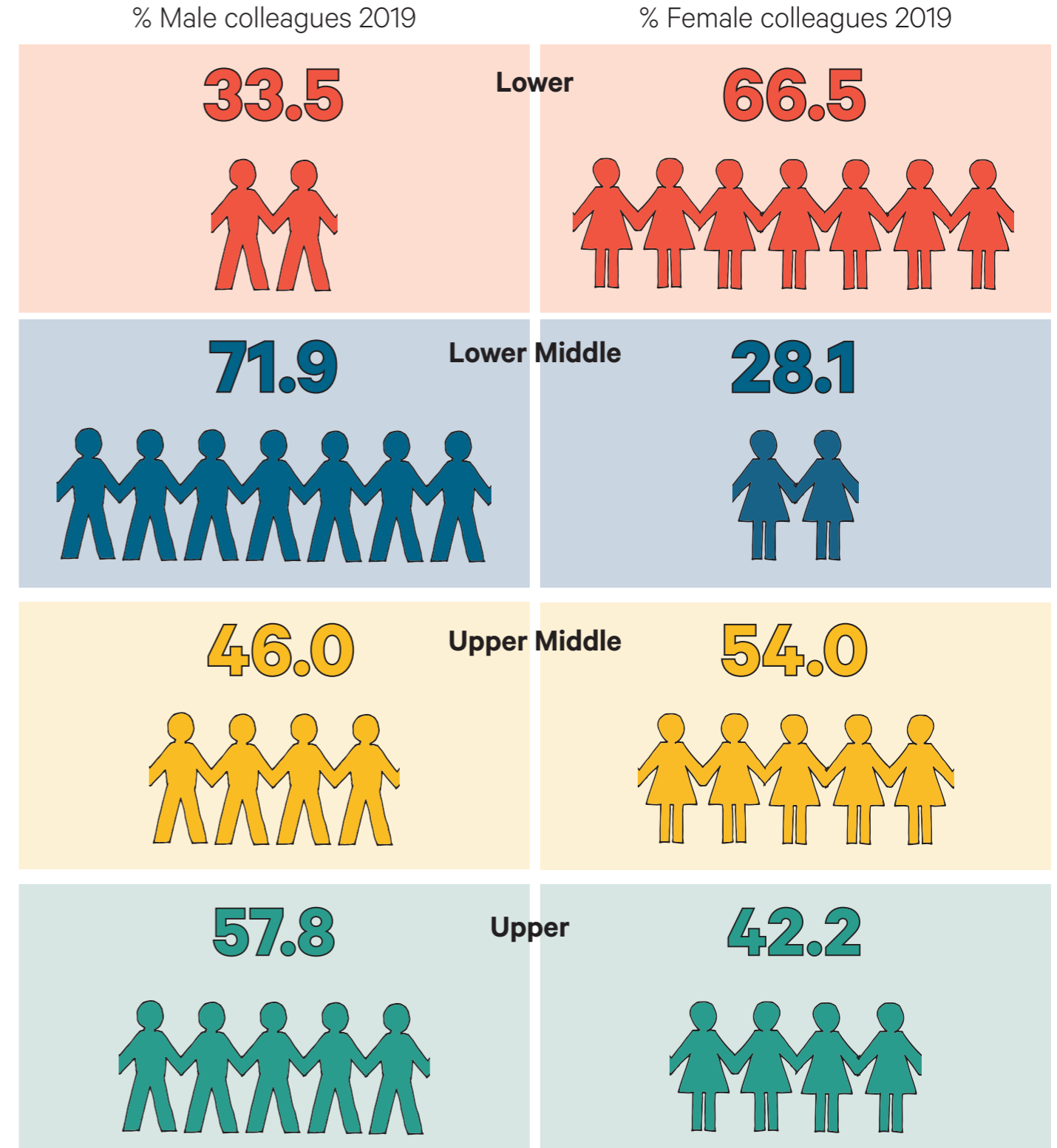
This is expressed as a percentage of men's earnings. So, for Thirteen, female colleagues earn on average (mean) 5.3% less than male colleagues, however the midpoint (median) earnings of male and female colleagues differs by -0.7% indicating that the median female salary in the organisation is now 0.7% higher than that of the median male salary when expressed as a percentage of median male pay.

This is a steadily improving year on year trend as evidenced by the results in 2017 (0.2%) and 2018 (0.0%). ”

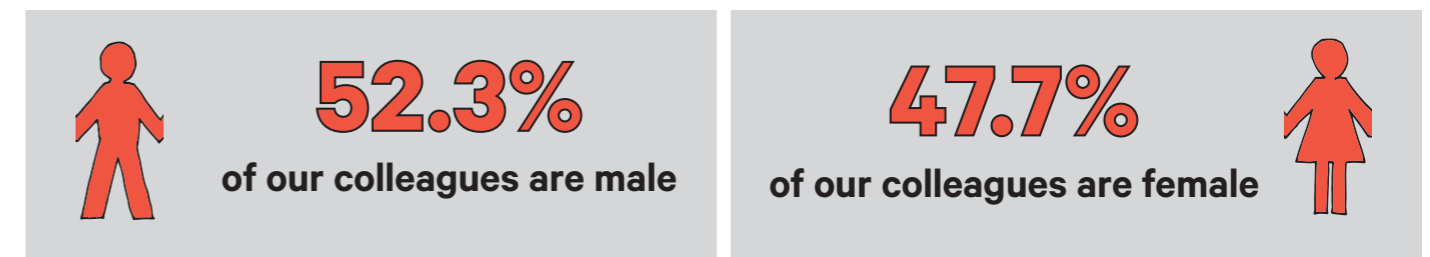


% male and female employees at each pay quartile within the organisation

Below is the summary split of where gender breaks down by quartile pay bands. This shows the % of male and female employees at each pay quartile within the organisation.



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 and overall:



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 gender pay gap.

Pay, benefits and flexibility at work all play their part in reducing the gender pay gap and we have a range of flexible working options in place including part-time working, job share and agile working supported by technology.

Our gender pay results are one means of measuring our progress towards creating a workplace where all our colleagues feel happy, connected and motivated. An engaged 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 can see that females are well represented at all levels of our organisation. Some have worked for Thirteen for many years where they have progressed in their careers to senior roles demonstrating gender is no barrier to progression at Thirteen.

What's our next steps?

We feel that taking a positive approach to gender pay continues to send a powerful message to both existing and prospective colleagues.

We now have three years of gender pay data, so we will use this information to analyse our gender pay gap and, over the next 12 months, set more targets in areas we'd like to improve on. This will look at developing even further our talent management, agile working, doing things differently, 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.



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 0300 111 1000