

Gender Pay Gap 2023

Note from our Chief Executive Matt Forrest

As one of the largest housing associations nationally, we're proud to present our gender pay gap findings and report for 2023.

Our mission is to deliver fantastic homes and services, by brilliant people, and we believe that our approach to fairness and equality underpins this, and that reporting and analysing our gender pay gap supports this.

We have been monitoring our gender pay gap for seven years and we've always had good results.



Summary

Our gender pay gap is small when compared to the national average of 7.7%.

Our pay gap is similar to that of our immediate comparators in the region.

The gender profile of our colleagues is generally well balanced, although we do have some common 'gendered' roles within the sector, such as predominantly male trade operatives.

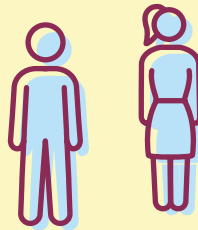
A key focus this year is to increase female representation within our trade workforce to increase our ability to offer gender-based operatives, as well as encouraging more female awareness of what is commonly a male dominated environment.

Our gender profile within our leadership roles is also well balanced, with 47.6% female and 52.4% male.

Being proactive is one of our core values and gender pay is only one part of our ED&I focus; we have a robust strategy and stretching targets with the aim of increasing diversity at all levels within Thirteen.

Our Gender Pay Gap figures are as follows:

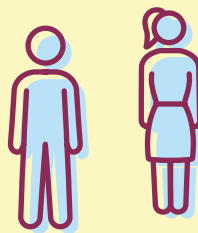
Mean Gender Pay Gap



2.88%

on average, female colleagues earn just less than their male colleagues

Median Gender Pay Gap



0.95%

the mid-point female salary is just higher than male colleagues

Gender profile

