

JEWISH CARE

Gender Pay Gap Report 2022



Gender Pay Gap Report

Jewish Care is the largest health and social care charity serving the UK Jewish Community in London and the South-East. Employing over 1300 staff, we touch the lives of at least 10,000 people each week. We offer help, advice and advocacy through a wide range of residential, day care and outreach services. These include care homes, day centres and care at home, as well as social work, support groups and a telephone advice service.

We provide specialist services for older people, people with mental health needs, individuals with physical and sensory disabilities, Holocaust survivors, people who are living with dementia and for those who are caring for others.

Jewish Care's values are at the heart of everything we do and we are committed and proud of our diverse and inclusive organisation where people are treated fairly with dignity and respect.

This gender pay gap report is based on data as at 5 April 2022.

Our gender pay gap is as follows:

Our mean
gender pay gap is

11.36%

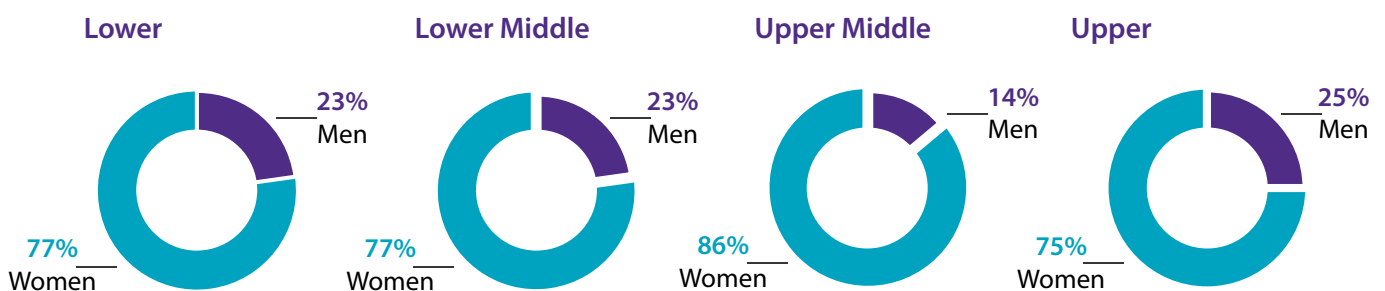
(mean is average)

Our median
gender pay gap is

0.00%

(median is the middle value)

The proportion of males/females in each quartile pay band is as follows:



Commentary:

- Jewish Care's Gender Pay Gap is significantly lower than the UK average Median Pay Gap for all employees (full-time and part-time) of 14.9%.
- Men and Women are relatively equally distributed in all four pay quartiles.
- There are no differences in pay rates for different genders occupying the same roles.
- We have looked at the gender pay gap in each of the quartiles and it only exists in the upper quartile. The highest paid band within the upper quartile are approximately equally split between men and women. However all other bands within the upper quartile are mainly female which brings down the upper quartile female average and leads to a gender pay gap.
- Currently there is no provision to report on the non-binary category.

Actions to address the gender pay gap:

- We will continue to be open and transparent with our staff regarding our gender pay gap.
- Recruitment and internal promotion opportunities will continue to be equally open to both men and women.
- Recruitment and internal promotion opportunities will continue to be open to all employees.
- We will continue to promote our development opportunities to all staff to encourage them to progress in their chosen career.



Angela Beerman
Director of Human Resources

* Merit awards were made to 50 staff during the year to recognise taking on additional duties, acting up and exceptional performance. This comprised 9 men and 41 women.