



Gender Pay Gap Report 2023



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 1,300 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 2023.

Our gender pay gap is as follows:

Our mean
gender pay gap is

11.51%

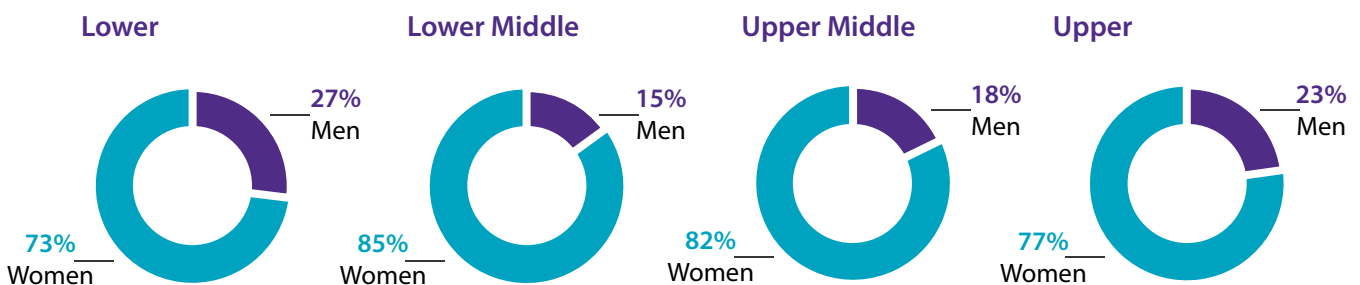
(mean is average)

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 14.3%.
- 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 exists in the upper quartile (5.6%) and to a lesser extent in the upper middle quartile (2.9%). This is due to the distribution of the men and women within the quartiles themselves which impacts on the position of the median salary for men and women.
- 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.
- We will continue to promote our coaching and mentoring programme to encourage all staff to develop their careers



Angela Beerman
Director of Human Resources

* Merit awards were made to seven staff during the year to recognise taking on additional duties, acting up and exceptional performance. This comprised of two men and five women.