

# Gender Pay Gap Report

## 2018

**JEWISH CARE**

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.

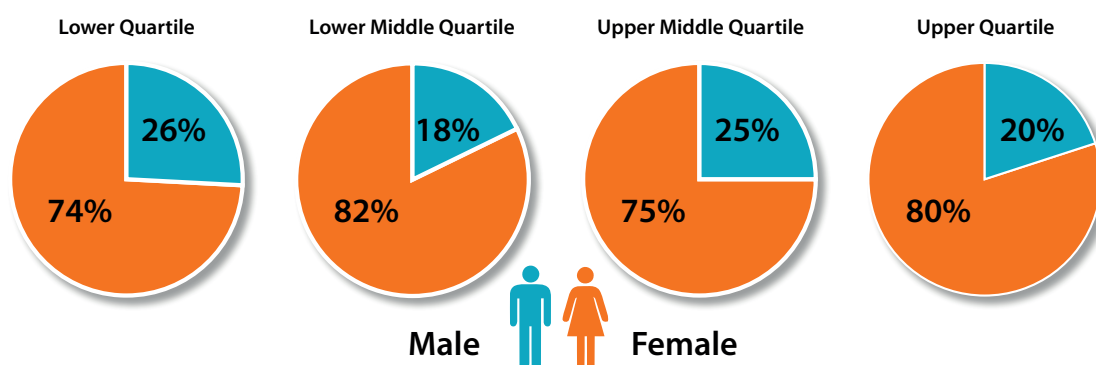
This gender pay gap report is based on data as at 5 April 2018.

### Our gender pay gap is as follows:

	Mean	Median
Pay Gap	10.11%	2.15%

There is no bonus pay system at Jewish Care and therefore no Bonus Pay Gap\*.

### 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 of 17.4% mean and 18.4% median.
- Men and Women are relatively equally distributed in all 4 pay quartiles.
- There are no differences in pay rates for different genders occupying the same roles.
- The gender pay gap can be accounted for within the upper quartile pay band where there are more men in the most senior higher-paid roles within the organisation. When we adjust for this, the mean gap is less than 1.5% and the median gap is less than 1%.

### Actions to address the gender pay gap:

- We will 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 one man and six women.

\* ONS, Annual Survey of Hours and Earnings (ASHE) figures, October 2017.