

JEWISH CARE

Gender Pay Gap Report 2019



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 2019.

Our gender pay gap is as follows:

Our mean
gender pay gap is

8.24%

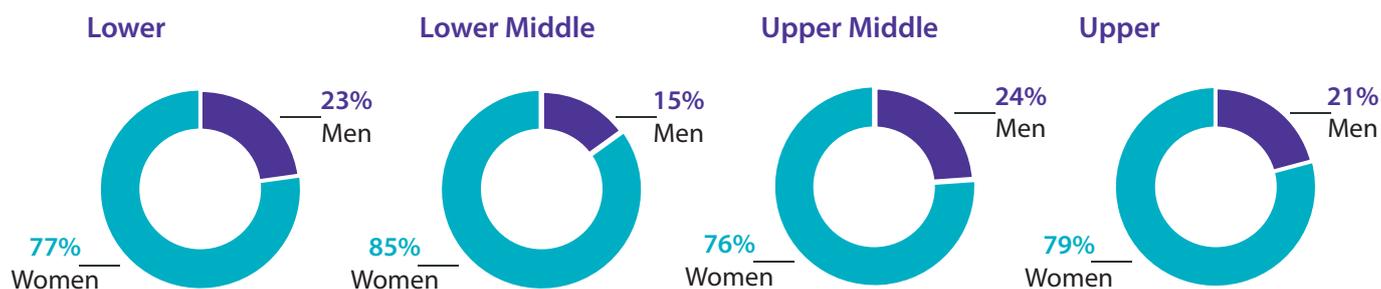
(mean is average)

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 of 17.3%.
- 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.
- 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, there is no 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.
- 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 50 staff during the year to recognise taking on additional duties, acting up and exceptional performance. This comprised 9 men and 41 women.