

Gender Pay Gap Reporting

Last Updated: 27th March 2018

The Mandatory Gender Pay Gap Reporting proposes that organisations should, for the first mandatory report, capture data as a snapshot on 5 April 2017 and then publish their findings no later than 4 April 2018. This cycle will then continue year on year going forward with organisations being required to maintain the data on their websites for three years in order to show progress made.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay but this is not necessarily the case.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Salaries at The United Synagogue are determined by evaluating the job role and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. We are confident that The United Synagogue is paying the same salary to roles of equal value.

The United Synagogue has a complex structure with over 60 different job roles, at least 5 of which are gender specific due to Halacha (Jewish Law) and include Dayanim (Rabbinic Judges, male), Rabbis (male), Rebbetzins (female), Cantors (male) and Reverends (male). Amongst the job roles with the highest paying salaries & bonus payments are Dayanim and Rabbis. For the purposes of this data it's important to note that out of the 712 employee salaries analysed, 60 (8.4%) fall in to these two job roles. Taking these two points together introduces a male bias in many of the higher United Synagogue salaries.

The data below represents the gender pay gap snapshot data for The United Synagogue as at April 2017 and is presented as required by the regulations.

This information will be updated annually.

Mean Gender Pay Gap in Hourly Rate as a Percentage of Pay

Mean Hourly Male	17.26
Mean Hourly Female	12.37

28.33%

Median Gender Pay Gap in Hourly Rate as a Percentage of Pay

Median Hourly Male	15.06
Median Hourly Female	15.56

-3.30%

Mean Bonus Gender Pay Gap

Mean Male Bonus	1673.93
Mean Female Bonus	1385.77

17.21%

Median Bonus Gender Pay Gap

Median Male Bonus	350
Median Female Bonus	350

0.00%

Proportion of Males Receiving a Bonus Payment

Male

Bonus Total	88
Relevant Male	343

25.66%

Proportion of Females Receiving a Bonus Payment

Female

Bonus Total	38
Relevant Female	369

10.29%

Upper Quartile

Men	%	Women	%
79	57.66	58	42.34

Upper Middle Quartile

Men	%	Women	%
53	38.69	84	61.31

Lower Middle Quartile

Men	%	Women	%
76	55.47	61	44.53

Lower Quartile

Men	%	Women	%
62	42.26	75	54.74

Note that this Quartile summary does not include staff employed on a sessional rather than hourly basis