

Gender Pay Gap Reporting

Last Updated: 01 October 2021

The Mandatory Gender Pay Gap Reporting process requires employers with 250 or more relevant employees are required to publish gender pay gap information by April 2021, based on the data from April 2020. However due to the COVID 19 pandemic, the publishing date has been postponed to 05 October 2021.

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 801 employee salaries analysed, 44 (5.5%) 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 2020 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	£23.79
Mean Hourly Female	£18.66

21.6 %**Median Gender Pay Gap in Hourly Rate as a Percentage of Pay**

Median Hourly Male	£16.36
Median Hourly Female	£15.33

6.30%**Mean Bonus Gender Pay Gap**

Mean Male Bonus	£1623.14
Mean Female Bonus	£817.40

49.6 %**Median Bonus Gender Pay Gap**

Median Male Bonus	£350
Median Female Bonus	£356.50

-1.9 %**Proportion of Males Receiving a Bonus Payment****Male**

Bonus Total	78
Relevant Males	368

19.0%**Proportion of Females Receiving a Bonus Payment****Female**

Bonus Total	46
Relevant Females	433

9.7%

Description	Males	Females
Upper Quartile	56.2%	43.8%
Upper Middle Quartile	41.0%	59.0%
Lower Middle Quartile	46.0%	54.0%
Lower Quartile	40.5%	59.5%

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

The metrics of this report are being reviewed by the United Synagogue Equalities Committee. There are some justifications for the pay gap as already listed above, specifically the need for gender specific roles. However the organisation will work with the committee to identify an appropriate strategy to address other areas.