

GENDER PAY GAP REPORT 2017

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information of their gender pay gap.

INTRODUCTION

Avant Homes is one of the UK's leading privately-owned housebuilders. Our homes have established a reputation for innovative design and specification yet we are restless in discovering better ways to design and deliver outstanding homes.

We are hugely ambitious and are accelerating towards our next significant milestone.

Avant Homes has been named as the 46th fastest growing private mid-market company in The Sunday Times Grant Thornton Top Track 250 league tables – an accolade reflective of our continued growth.

Our people are the very core of our business and we rely on the commitment, dedication, skills and expertise of each and every one of them, employed across a diverse range of roles.

We're committed to creating a diverse, inclusive and meritorious work place where our people can express themselves and realise their potential supported by our firm belief that continuing personal and professional development goes hand in hand with high performance and job satisfaction. This makes business sense. However within an industry which has been historically male dominated we recognise we must improve all aspects of how we promote equality and inclusion from recruitment and selection, through to our approach to learning and development, career progression and reward and recognition. We will continue to invest in initiatives specifically designed to deliver more diversity. Times are changing – for the better – and we are fully committed to playing our part.

Avant Homes operates in Scotland, North East England, Yorkshire and the Midlands and now employs almost 700 people.

REPORTING REQUIREMENTS

From April 2017 all UK organisations which employ more than 250 employees are required to report their gender pay gap on an annual basis. In Avant there are three employing entities but only one (Avant Homes (England) Ltd) that is required to publish this data.

WHAT DO WE MEAN BY THE GENDER PAY GAP?

The reporting of the gender pay gap is set out by the regulations as being the difference in hourly pay between men and women. In addition we are required to report the difference in annual bonus between men and women, and the proportions of men and women receiving a bonus. The Office of National Statistics has put the overall gender pay gap for all employees in the UK in 2016 at a median of 18.1%.

The regulations require reporting on pay and bonuses as follows:

Mean Hourly Rate of Pay

Median Hourly Rate of Pay

Proportion of Males/Females within pay quartiles

Mean Bonus Pay

Median Bonus Pay

Proportion of Males/Females in receipt of bonuses

This report details the gender pay data for Avant Homes (England) Ltd which employed 411 people at 5th April 2017. Avant Homes (England) Ltd covers our North East, Yorkshire and Midlands regions.

Within our report we have also included the overall figures for our entire group which comprises three employer entities – Avant Homes (England) Ltd, Avant Homes (Scotland) Ltd and Avant Homes Group Ltd. Avant Homes (Scotland) Ltd and Avant Homes Group Ltd employed 122 and 78 employees respectively at 5th April 2017.

(data reported on a voluntary basis)

AVANT HOMES - GROUP

No. of employees at snapshot date:

611

Gender Balance:



MALE
65.3%



FEMALE
34.7%

Our Gender Pay Gap: the difference in hourly rate between men and women



MEAN
20.0%

MEDIAN
18.1%

Our Gender Pay Gap: the gender distribution across four equally sized quartiles from lowest to highest

PAY QUARTILES	MALE	FEMALE
Lower	56.8%	43.2%
Lower middle	64.7%	35.3%
Upper middle	64.7%	35.3%
Top	75.7%	24.3%

Our Gender Bonus Gap: the difference between the average bonus received by men and women



MEAN
6.1%

MEDIAN
57.6%

Proportion of employees receiving bonus:



MALE
68.2%



FEMALE
76.4%

AVANT HOMES (ENGLAND) LTD

No. of employees at snapshot date:

411

Gender Balance:



MALE
70%



FEMALE
30%

Our Gender Pay Gap: the difference in hourly rate between men and women



MEAN
6.9%

MEDIAN
-4.0%

Our Gender Pay Gap: the gender distribution across four equally sized quartiles from lowest to highest

PAY QUARTILES	MALE	FEMALE
Lower	67.7%	32.3%
Lower middle	75.3%	24.7%
Upper middle	66.7%	33.3%
Top	75%	25%

Our Gender Bonus Gap: the difference between the average bonus received by men and women



MEAN
-8%

MEDIAN
44.4%

Proportion of employees receiving bonus:



MALE
71.2%



FEMALE
78.9%

WHAT DO THE FIGURES MEAN FOR US?

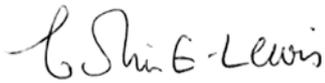
We are proud to say that we reward our people based on the type of role they do and their performance within the role. In fact, we are passionate about rewarding performance and are confident that gender plays no part in the criteria we apply to pay and bonus.

When considering the figures for the whole Avant group, we are clear in our view that the pay and bonus gaps are as a direct result of the types of roles males and females are carrying out within our business.

We would like to see more females coming into our industry and believe that as this happens, we will then see more females rise through the ranks into senior positions.

ACCURACY STATEMENT

I confirm the gender pay data contained in this report is accurate and has been produced in accordance with the ACAS guidelines on managing gender pay.



Colin Lewis
CEO