

GENDER PAY GAP REPORT 2018

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 and operates across Scotland, North East England, Yorkshire and the Midlands.

After another year of record growth and expansion in 2018, it's business as usual. These results have only been achieved by constantly challenging the status quo, with a relentless pursuit of new, better and different ways to design our homes.

We have been named as the 31st fastest growing private mid-market company in The Sunday Times Grant Thornton Top Track 250 league tables following a third year of record financial performance.

Our success is as a result of the popularity and quality of our product, the ever-growing strength of our brand, all of which is delivered by a team of outstanding people. Our people are at the heart of our business and we value the commitment, dedication, skills and expertise of each and every person working at Avant Homes.

We remain committed to ensuring people working at Avant, can enjoy a diverse and inclusive work place within which we promote equality and inclusion from recruitment, through learning and development, career progression and reward.

At the end of the relevant pay period for 2018, Avant Homes employed over 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 Gender Pay Gap is not the same as Equal Pay. Equal Pay is about men and women receiving equal pay for doing the same job. The reporting of the Gender Pay Gap is set out by the regulations as being the difference in hourly pay between men and women. We are also 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 states the overall gender pay gap for full time employees in the UK in 2018 is at a median of 8.6% with the overall gap for all employees at 17.9%, influenced by the number of women working in part time roles.

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 467 people at 5th April 2018. Avant Homes (England) Ltd covers our North East, Yorkshire and Midlands regions.

In the interests of transparency, 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 156 and 83 employees respectively at 5th April 2018.

(data reported on a voluntary basis)

AVANT HOMES – GROUP

No. of employees at snapshot date:

706

Gender Balance:



MALE
65.2%



FEMALE
34.8%

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



MEAN
11.8%

MEDIAN
2.0%

Our Pay Quartiles: the gender distribution across 4 equally sized quartiles from lowest to highest

PAY QUARTILES	MALE	FEMALE
Top	69.3%	30.7%
Upper middle	63.8%	36.2%
Lower middle	62.6%	37.4%
Lower	67.9%	32.1%

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



MEAN
12.8%

MEDIAN
-41.1%

Proportion of employees receiving bonus:



MALE
68.7%



FEMALE
66.7%

AVANT HOMES (ENGLAND) LTD

No. of employees at snapshot date:

467

Gender Balance:



MALE
68.5%



FEMALE
31.5%

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



MEAN
3.0%

MEDIAN
-8.3%

Our Pay Quartiles: the gender distribution across 4 equally sized quartiles from lowest to highest

PAY QUARTILES	MALE	FEMALE
Top	72.2%	27.8%
Upper middle	61.7%	38.3%
Lower middle	71.0%	29.0%
Lower	72.2%	27.8%

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



MEAN
0.5%

MEDIAN
-53.2%

Proportion of employees receiving bonus:



MALE
74.7%



FEMALE
70.1%

WHAT DO THE FIGURES MEAN FOR US?

At Avant Homes we can say with absolute confidence that we reward all our people based on performance, with gender playing no part whatsoever in our pay and bonus criteria.

Whilst we are pleased to see some positive movements within our 2018 data, which includes a reduced pay gap and more women within the top pay quartile, the fact remains that our overall figures are influenced by the types of roles men and women carry out within our business.

The housebuilding industry still has much to do to address the gender imbalance and break down barriers which may be preventing women from joining the industry, eradicating the perception that a career in construction is simply bricks and muddy boots. In doing so, we would likely see more women rising through the ranks into senior positions, as we have seen for ourselves within our own business, which could only have a positive impact on gender pay.

Where to start?

Avant Homes has had much success with Apprenticeships in recent years, though accept this has been primarily with trade roles on site, roles which almost always attract young men. In 2018, we introduced our new Commercial and Technical Apprenticeships and we are also developing a wider Apprenticeship Programme, which will consider how we might encourage more women to consider entry level positions within the industry.

Our award winning Sales Academy has supported more men in joining us in roles predominantly occupied by women.

We will be looking at a Work Experience Programme which will provide opportunity for us to give young people a good understanding of the varied career opportunities which exist within the industry.

We will also be looking to see if we can attract more women to join us through our new Build Academy.

It's a small but necessary start on an important issue which will remain firmly on our agenda.

ACCURACY STATEMENT

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



Colin Lewis
CEO