

GENDER PAY GAP REPORT 2022

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 remain committed to ensuring our people can enjoy a diverse and inclusive workplace within which we promote equality and inclusion from recruitment, through learning and development, career progression and reward practices.

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, we are only required to publish the data for Avant Homes (England) Ltd) however we also choose to publish the data for the overall group.

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.

Mean Hourly Rate of Pay

Median Hourly Rate of Pay

Proportion of Males/Females within pay quartiles

Mean Bonus of Pay

Median Bonus of Pay

Proportion of Males/Females in receipt of bonuses

This report details the gender pay data for Avant Homes (England) Ltd which employed 428 people at 5th April 2022. Avant Homes (England) Ltd covers our North East, Yorkshire, Central and Midlands regions



AVANT HOMES - (ENGLAND) LTD

No of employees at snapshot date:

428

Gender Balance:



MALE

72%



FEMALE

28%

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



MEAN

4.7%

MEDIAN

-4.2%

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

PAY QUARTILES	MALE	FEMALE
Top	71.7%	28.3%
Upper Middle	65.9%	34.1%
Lower Middle	82.4%	17.6%
Lower	64.8%	35.2%

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



MEAN

-10.2%

MEDIAN

-75.9%

Proportion of employees receiving bonus:



MALE

85.4%



FEMALE

83.3%

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.

Kathryn Galtress
Group HR Director