

Avant Homes Gender Pay Gap Report 2023



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.

We recognise that a diverse, and inclusive workforce supports a sustainable business and makes it an attractive place to work. A diverse workforce brings unique insights, increased creativity, innovation, higher productivity rates and better customer engagement.

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



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 therefore present the data for Avant Homes (England) Ltd.

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.

This report details the gender pay data for Avant Homes (England) Ltd which employed 391 people on 5th April 2023. Avant Homes (England) Ltd covers our North East, North Yorkshire, West Yorkshire Central, East Midlands, and West Midlands regions.

Avant Homes (England) Ltd

Number of employees at snapshot date:

391

Gender Balance:

69.8% Male **30.2%** Female

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

	% gap
Mean	21.4%
Median	20.9%

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

Pay Quartiles	Male	Female
Top	80.6%	19.4%
Upper middle	74.5%	25.5%
Lower middle	65.3%	34.7%
Lower	58.8%	41.2%

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

	% gap
Mean	7.0%
Median	6.5%

Proportion of employees receiving bonus:

85.3% Male **91.5%** Female



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