

# Avant Homes Gender Pay Gap Report 2025



*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.*

**AVANT**  
homes



# Introduction

At Avant Homes, we are committed to constructing and selling well designed, high new quality homes at affordable price points, in desirable locations. We recognise the importance in playing our part in creating and supporting communities, offering the ability for people from all backgrounds to own a new Avant home through a range of tenures. With over 30 developments across the north of England, the Midlands and Scotland, our positioning of energy efficient, sustainable homes provides a clear vision of Avant's future to deliver quality homes for everyone.

Our people are fundamental to our business and to achieve our vision, we understand the importance of creating a sustainable business by engaging a diverse and inclusive workforce. We are committed to creating a workplace where all can thrive in an environment that promotes equality and inclusion in all aspects of our day to day working life.

At Avant, we pay our people fairly based on the contribution they make to our business irrespective of gender.

Avant Homes (England) Limited covers our North East, North Yorkshire, West Yorkshire, Central, East Midlands, and West Midlands regions and employed 339 people on 5th April 2025.

# Avant Homes (England) Ltd

Number of employees at snapshot date:

**339**

Gender Balance:

**67.3%** Male

**32.7%** Female

The difference in hourly rates between men and women:

	% gap
Mean	21.3%
Median	11.3%

The gender distribution across 4 equally sized quartiles:

Pay Quartiles	Male	Female
Top	84.2%	15.8%
Upper middle	67.1%	32.9%
Lower middle	67.1%	32.9%
Lower	61.8%	38.2%

The difference between the average bonus received by men and women:

	% gap
Mean	3.6%
Median	-4.0%

Proportion of employees receiving bonus:

**86.4%** Male

**86.5%** Female

# Accuracy Statement

I confirm the information contained in this report is accurate and has been produced in accordance with the Regulations.

**Kathryn Galtress**  
Group HR Director

The logo for Avant Homes, featuring the word "AVANT" in a large, white, sans-serif font above the word "homes" in a smaller, white, sans-serif font. The logo is positioned on a light blue, rounded rectangular background that is part of a larger light blue shape in the bottom right corner of the page.

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