

Avante Care & Support Ltd

Gender Pay Gap Report 2017

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

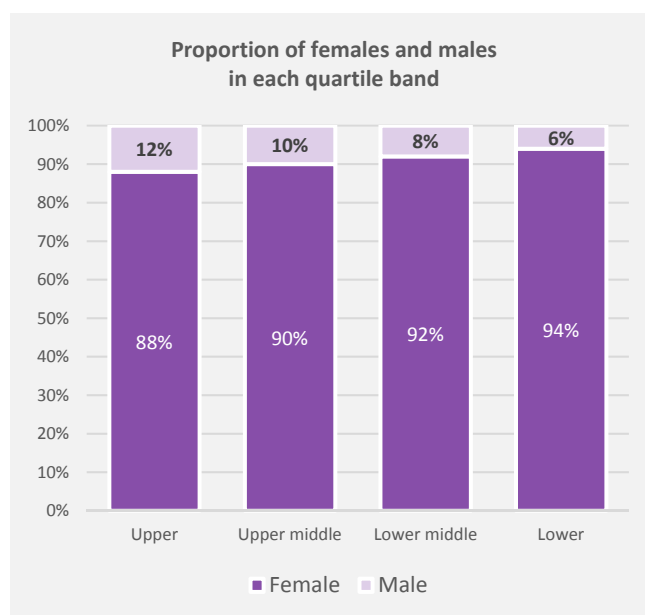
Headline gender pay figures

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April.

Pay and bonus gap	Median	Mean
Gender pay gap	8.80%	18.20%
Gender bonus pay gap	92.89%	84.31%

Proportion of employees receiving a bonus	Mean
Female	3.80%
Male	4.00%

Mean pay gap	Mean
Upper	28.40%
Upper middle	1.50%
Lower middle	-0.30%
Lower	-0.50%



Understanding the gap

Avante's workforce is made up of significantly more female than male staff and the lower paid roles of domestic and care staff are predominantly undertaken by women. At the reporting date Avante employed 101 men and 1,009 women. This profile reflects the nature of the social care sector. Although there is an overall average (mean) pay gap of 18.2%, there is only a significant difference in the Upper Quartile. This is because this quartile has a very wide range of roles from Care Home Team Leaders to the Executive Management Team. In the two lowest quartiles the pay gap is a very small negative percentage. We are confident that men and women are paid equally for doing equivalent jobs across our organisation and that the pay gap is related to people carrying out different roles.

With regards to bonuses, the larger number of bonuses are small awards in recognition of long service and it is mainly women, because of the proportion of women that we employ, that receive these payments. The bonus pay gap arises because most of the males that received a bonus were in more senior roles within the structure.

Avante believes in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential. For example, we offer flexible working at all levels to encourage people to be able to work with Avante alongside any family commitments.

I confirm that the data reported is accurate.

Deborah Pert

Finance Director & Deputy Managing Director

28 November 2017