

# Avante Care & Support Ltd

## Gender Pay Gap Report 2019

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.

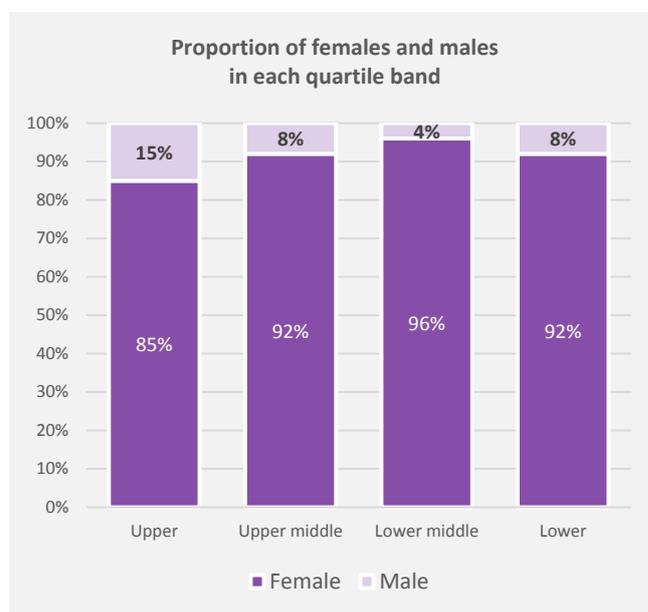
### Headline gender pay figures

The tables below show 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 2019, and bonuses paid in the year to 5 April.

Pay and bonus gap		
	Median	Mean
Gender pay gap	9.0%	22.2%
Gender bonus pay gap	88.0%	4.8%

Proportion of employees receiving a bonus payment		Mean
Female		2.76%
Male		5.45%

Mean pay gap		Mean
Upper		26.9%
Upper middle		2.9%
Lower middle		-0.5%
Lower		-0.6%



### 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 87 men (2018: 80) and 904 women (2018: 858), who were eligible to be included in the report. This profile reflects the nature of the social care sector.

Avante's Workforce Strategy identifies that we can do more to be an attractive employment option for men. To attract men to social care and improve the gender split, we will carry out advertising campaigns that emphasize the benefits of working for Avante in social care and we will use testimonials from those men who work for us with photographs that illustrate the rewarding and vocational side of the work from a male perspective. We will target advertising where men are looking for work and are likely to see or hear the advert.

Although there is an overall average (mean) pay gap of 22.2% (2018: 22.6%), 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 Senior Care Leads to the Executive Management Team. In the two lowest quartiles the pay gap is negative.

Due to the large numbers of employees that work part time, it is interesting to look at the gap within those working part time and those working full time.

The part time comparison means that we are more likely to be comparing males and females in similar job roles and this makes the gap much smaller.

Part time employees -v- Full time employees		
	Median	Mean
Part time employees (gender pay gap)	-0.6%	1.9%
Full time employees (gender pay gap)	-0.3%	19.6%

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Despite the calculated pay gap, 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 for long service and it is mainly women, because of the proportion of women that we employ, that receive these payments. The negative bonus pay gap arises because the only performance bonus awarded in the year was to a female employee.

Avante believes in being an inclusive and diverse organisation where everyone has the same 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.

A handwritten signature in black ink, appearing to read 'Deborah Pert', with a long horizontal line extending to the right.

**Deborah Pert**

Finance Director & Deputy Managing Director

3 October 2019