

Avante Care & Support Ltd

Gender Pay Gap Report 2020

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.

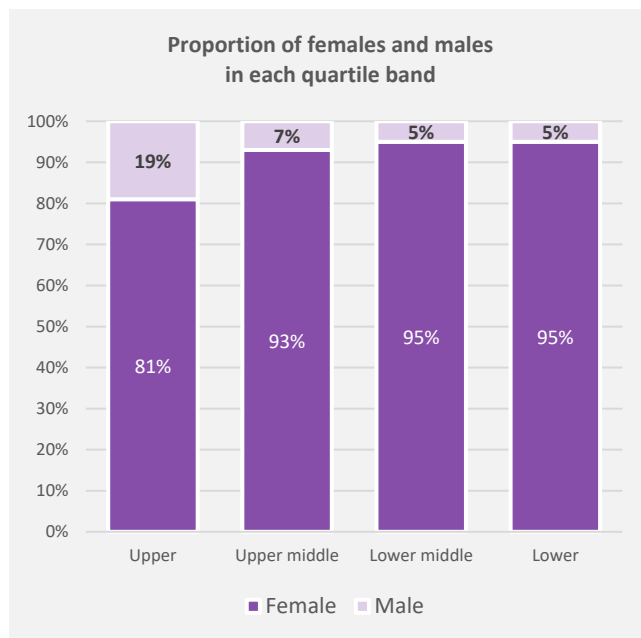
Headline gender pay figures

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 2020, and bonuses paid in the year to 5 April 2020.

Pay and bonus gap		
	Median	Mean
Gender pay gap	11.8%	24.7%
Gender bonus pay gap	75.9%	34.4%

Proportion of employees receiving a bonus payment	
	Mean
Female	4.45%
Male	6.36%

Mean pay gap	
	Mean
Upper	18.6%
Upper middle	1.2%
Lower middle	0.9%
Lower	0.0%



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 77 men (2019: 87) and 797 women (2019: 904), who were eligible to be included in the report. This profile reflects the nature of the social care sector in general, particularly as many staff work part time.

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 emphasise 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 24.7% (2019: 22.2%), 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 Senior Care Leads to the Executive Management Team. In the lower middle quartile the pay gap is minimal and in the lower quartile there is no gap.

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.

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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. Because of the larger number, the percentage of women receiving bonuses is lower.

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 Norman', is written over a light grey rectangular background.

Deborah Norman

Finance Director & Deputy Managing Director

17 September 2021