

# Avante Care & Support Ltd

## Gender Pay Gap Report 2022

Under 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.

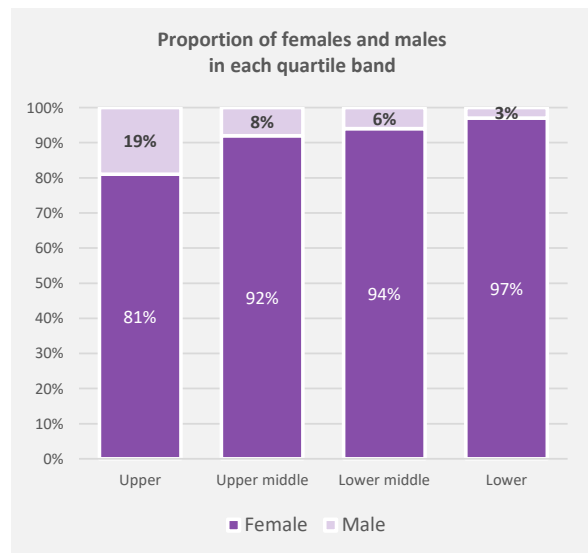
### Headline gender pay figures

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 2022, and bonuses paid in the year to 5 April 2022.

Pay and bonus gap		
	Median	Mean
Gender pay gap	20.2%	27.2%
Gender bonus pay gap	0.0%	75.7%

Proportion of employees receiving a bonus payment	
	Mean
Female	87.93%
Male	80.41%

Mean pay gap	
	Mean
Upper	14.3%
Upper middle	3.6%
Lower middle	0.3%
Lower	-0.4%



### Understanding the gap

Avante's workforce is made up of significantly more female than male employees and the lower paid domestic and care roles are predominantly undertaken by women. At the reporting date Avante employed 83 men (2021: 67) and 840 women (2021: 835), who were eligible to be included in the report. The number of eligible employees has increased by 21, but this is made up of an increase in female employees of 5 and an increase in males of 16. This profile reflects the nature of the social care sector in general, particularly as many employees work part time.

The report identifies that we can still do more to be an attractive employment option for men and it is good to see that more men have joined Avante over the last year. To attract men to Avante, and improve the gender split, we have started carrying out digital recruitment campaigns that emphasise the benefits of working for Avante and are using testimonials from those men who work for us with photographs that illustrate the rewarding and vocational side of the roles from a male perspective. One of the promotional campaigns during this year's Carer's week included a male employee's positive testimonial of his role. Over the last six months, two males, one white and one black, have been recruited to the Recruitment and People team and part of their remit is to reach out to a diverse pool of candidates. Through our overseas recruitment initiative, we will take positive action to ensure that at least 15-20% of individuals who are recruited from overseas are male.

Although there is an overall average (mean) pay gap of 27.2%, which has increased from 22.4% in 2021, 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 quartile the pay gap is negative and in the lower middle quartile is very minimal at 0.3% which shows that where there are a large number of people in roles such as care services assistants and domestic assistants, whether male or female, and they are paid the same rate for the same role.

Despite the calculated pay gap in the higher paid roles, 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. For this year in particular the majority of frontline employees working in our care services received retention bonuses funded by The Workforce Recruitment and Retention Fund. There are more women that received these payments, because of the proportion of women that we employ.

Avante believes in being an inclusive and diverse organisation where everyone has the same opportunity to reach their full potential. For example, we offer training and career development opportunities across the organisation as well as flexible working at all levels to encourage people to be able to work with Avante alongside any family commitments. The People & Organisation Development Team is also launching the first phase of Avante's career pathways which will further help to attract male candidates.

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

14 October 2022