

Avante Care & Support Ltd

Gender Pay Gap Report 2023

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.

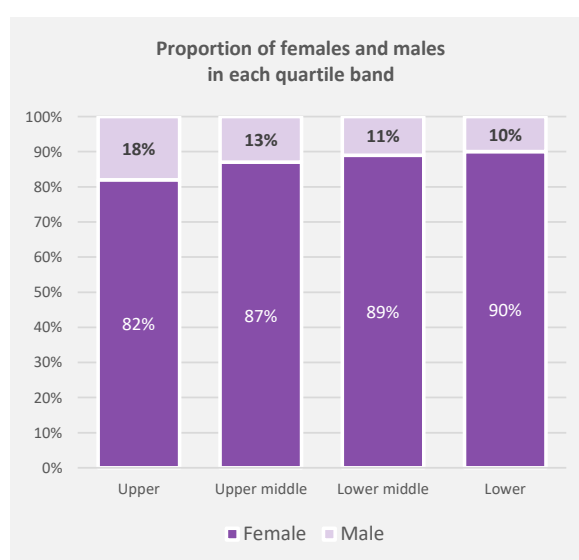
Headline gender pay figures

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 2023, and bonuses paid in the year to 5 April 2023.

Pay and bonus gap		
	Median	Mean
Gender pay gap	-7.3%	11.8%
Gender bonus pay gap	0.0%	90.3%

Proportion of employees receiving a bonus payment	
	Mean
Female	97.84%
Male	61.59%

Mean pay gap	
	Mean
Upper	12.9%
Upper middle	0.5%
Lower middle	0.0%
Lower	-0.7%



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 predominately undertaken by women. At the reporting date Avante employed 125 men (2022: 83) and 846 women (2022: 840), who were eligible to be included in the report. The number of eligible employees has increased by 48, which is made up of an increase in female employees of 6 and an increase in males of 42. This profile reflects the nature of the social care sector in general, particularly as many employees work part time, however, it is notable that our aim of increasing the number of males in our frontline roles is succeeding.

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 two years. 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. 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 11.8% (2022 27.2%), the gap has reduced year on year and 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, in the lower middle quartile it is 0% and upper middle 0.5% 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, 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. In addition, as was the case last year, 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.



Deborah Norman

Finance Director & Deputy Managing Director

19 September 2023