

Avante Care & Support Ltd

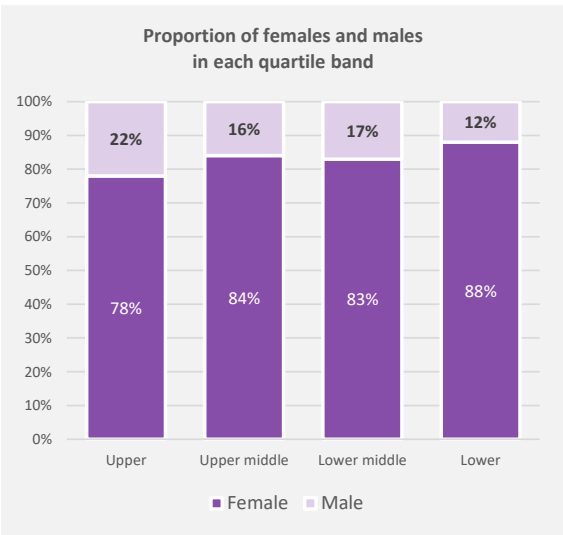
Gender Pay Gap Report 2025

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 gap based on hourly rates of pay as at the snapshot date of 5 April 2025, and bonuses paid in the year to 5 April 2025.

Pay and bonus gap		
	Median	Mean
Gender pay gap	1.7%	7.9%
Gender bonus pay gap	50.0%	73.3%
Proportion of employees receiving a bonus payment		
	Mean	
Female	0.52%	
Male	2.63%	
Mean pay gap		
	Mean	
Upper	9.3%	
Upper middle	-3.2%	
Lower middle	-0.2%	
Lower	0.6%	



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 178 men (2024: 176) and 879 women (2024: 926), who were eligible to be included in the report. The number of eligible employees has reduced by 45, which is made up a decrease in female employees of 47 and an increase in males of 2.

Although there is an overall average (mean) pay gap of 7.9% (2024 9.8%), the gap has reduced year on year overall and in each quartile with the largest 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 0.6% (2024 11.09%), in the lower middle quartile it is -0.2% (2024 11.49%) and upper middle -3.2% (12.29%).

Despite the calculated pay gaps, 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. There are more women that received these payments, although a smaller percentage, because of the proportion of women that we employ.

Avante will continue to monitor workforce gender balance, recognising that approximately 83% of our employees are female. This trend aligns with findings from Skills for Care’s 2025 workforce report, which highlights that around 78%-79% of the adult social care workforce in England is female.

We will ensure pay equity by continuing to monitor and confirm that men and women receive equal pay for equivalent roles, while taking targeted action to address gaps caused by differing role distribution.

Avante will implement a new people dashboard to improve data transparency and inform action. This will enable reporting on gender representation by level and service, promotion rates and turnover by gender. These insights will allow us to identify hidden barriers, target interventions, and continue to ensure fairness and equality across the organisation.

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In addition, Avante will develop and implement a formal Menopause Action Plan in early 2026, providing training for managers, and practical wellbeing support for staff experiencing menopause. This plan will ensure alignment with upcoming employment reforms and demonstrate Avante's commitment to supporting our predominantly female workforce.

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.

I confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Deborah Norman', is positioned above the printed name.

Deborah Norman

Finance Director & Deputy Managing Director

21 January 2026