

# Avant homes Gender Pay Gap Report 2024



This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information of their gender pay gap.

# Introduction

At Avant Homes, we build homes at affordable price points. Positioning our sustainable developments in the areas our customers want to live, creating communities and making the property ladder accessible for all.

We also recognise that a healthy, diverse and inclusive workforce supports a sustainable business.

Our people are the backbone of our business, and we are committed to ensuring all can enjoy a diverse workplace within which we promote equality and inclusion throughout.

Gender plays no part in our approach to reward and benefits, as we believe in paying our people fairly for the job role they hold and the contribution they make to our business.



# Reporting requirements

From April 2017 all UK organisations which employ more than 250 employees are required to report their gender pay gap on an annual basis. In Avant, we therefore present the data for Avant Homes (England) Ltd.

The Gender Pay Gap is not the same as Equal Pay. Equal Pay is about men and women receiving equal pay for doing the same job. The reporting of the Gender Pay Gap is set out by the regulations as being the difference in hourly pay between men and women. We are also required to report the difference in annual bonus between men and women and the proportions of men and women receiving a bonus.

This report details the gender pay data for Avant Homes (England) Ltd which employed 397 people on 5th April 2024. Avant Homes (England) Ltd covers our North East, North Yorkshire, West Yorkshire Central, East Midlands, and West Midlands regions.



# Avant Homes (England) Ltd

Number of employees at snapchat date:

**397**

Gender Balance:

**68.3%** Male      **31.7%** Female

Our Gender Pay Gap: the difference in hourly rate between men and women:

	% gap
Mean	24.3%
Median	25.2%

Our Pay Quartiles: the gender distrution across 4 equally sized quartiles from lowest to highest:

Pay Quartiles	Male	Female
Top	86.2%	13.8%
Upper middle	74.7%	25.3%
Lower middle	66.7%	33.3%
Lower	53.5%	46.5%

# Avant Homes (England) Ltd

Proportion of employees receiving bonus:

**87.8%**

Male

**88.0%**

Female

Our Gender Bonus Gap: the difference between the average bonus received by men and women:

	% gap
Mean	24.2%
Median	38.5%

# Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the ACAS guidelines on managing gender pay.

**Kathryn Galtress**  
**Group HR Director**

**AVANT**  
Quality homes, for everyone.