

Gender Pay Gap Report 2017



The Avalon Group is a trading name of Adult Placement Services Limited. The Avalon Group is a well established social care charity, with an excellent reputation for the services it provides, which include community support, supported living, support for people with Dementia and our pioneering approach to social care through our Shared Lives scheme.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires any legal entity with more than 250 employees to produce an annual report of the pay gap between its male and female employees. The following report has been produced in compliance with these regulations and provides the results of the statutory calculations based on the snapshot date of 5 April 2017.

On this date The Avalon Group had 337 employees relevant to this analysis. The Avalon Group did not pay any bonuses to employees during this period.

Gender Pay Gap Calculation Results

- Our Mean gender pay gap is -5.40% (equivalent to £0.005)
- Our Median gender pay gap is 0.54% (equivalent to £0.04)

The proportion of male and female employees at each quartile pay band is shown below:

Pay Quartiles	Male	Female
Quartile 1 - Lower	19%	81%
Quartile 2 - Lower Middle	27%	73%
Quartile 3 - Upper Middle	32%	68%
Quartile 4 - Upper	20%	80%

The results indicate that our pay gap is significantly lower than the UK average of 18% (ONS Annual Survey of Hours and Earnings 2016). Our mean pay gap indicates that our female employees on average are earning ever so slightly more per hour than male employees. The median pay gap shows the difference between the employee in the middle range of male pay and the middle employee in the range of female pay. Overall our pay gap is deemed so small that it is not statistically significant.

The quartile splits show a higher proportion of females across all of the quartiles, and is in line with our overall organisational split of 75% female workforce, and the care sector historically attracting a greater proportion of female employees.

We remain committed to providing equal employment opportunities for all employees and job applicants, and will continue to review our policies and procedures to ensure we uphold this commitment.

Larry Hollando
Chief Executive