

Gratte Brothers Group



Gender Pay Gap Report 2019



Group Statement



Representation & Balance

Gratte Brothers operates in the Construction Industry and has a workforce composed of 86% male and 14% female. This is broadly in line with the Construction Industry as a whole where around 87% of roles are occupied by men and 13% by women. This gender imbalance poses a significant challenge for both the industry and the company, requiring a long-term strategy.

Over 66% of the jobs within Gratte Brothers are engineering roles and

while women are represented at every level within the company, their representation in these well paid engineering roles is inadequate for a modern workforce.

Recruitment & Training

We invest in all our employees, providing the opportunities required to further their careers. We spend 32% of our training and development budget on female employees who are involved in training across the business. We are proud to have appointed our first female Finance

Director this year, who undertook and received her ACCA qualification whilst working for the business.

The average length of service among our women employees is 10 years, so we have a strong record for development and retention. We have improved our agile working policy and enhanced our maternity leave policy to allow for greater workplace flexibility. Our challenge remains recruitment, therefore we have continued to focus our schools programme on girls and have expanded our recruitment channels to target females. Whilst gender balance is a long-term goal, we proudly recruited 50% women for our graduate surveyor scheme this year, which financially supports recruits in achieving a degree whilst employed.

Recognition & Awareness

The company is a corporate partner of the Women's Engineering Society which allows us to both support the career progression of our current female engineers and contribute

to the Society's work to raise the profile of engineering in schools and among women generally. These initiatives are designed to increase the number of female applicants for the well paid skilled trade and graduate engineering roles within the company.

As a business, we are utilising our social media platforms to bring awareness to national and international campaigns such as Women in Engineering Day and International Women's Day, highlighting the importance of gender equality in all industries as well as the contribution made by women employees within our own business. We hope that by doing so, we can inspire women to join the industry.

I confirm the Gender Pay Gap data contained in this statement is accurate and has been produced in accordance with the regulations.

A handwritten signature in black ink, appearing to read 'David Gratte'.

David Gratte, HR Director

Gratte Brothers Group Data

Snapshot Date: 5th April 2019

No. of Employees: 480

Gender Balance

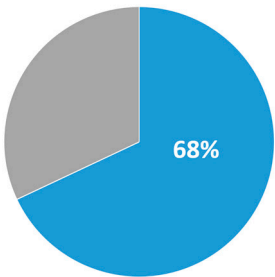


Pay Gap

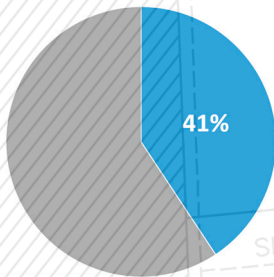
Gender Pay Gap	% gap
Mean (Average)	26.3%
Median (Mid)	18.6%

Bonus Pay

	Mean	Median
Bonus Pay Gap	70.9	42.3
%		



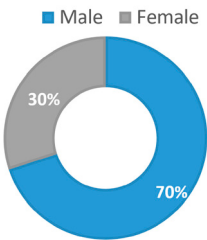
% Female receiving Bonus



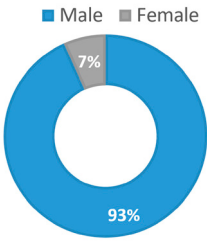
% Male receiving Bonus

Pay Quartiles

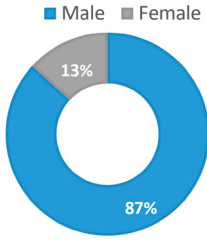
Lower Quartile



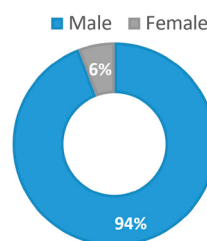
Upper Mid Quartile



Lower Mid Quartile



Upper Quartile



Working at Gratte Brothers



Bronwyn Miller

Finance Director

"Our people are integral to the success of this company and it is the culture of respect and integrity throughout the company which makes it such a great place to work. I was able to earn my ACCA qualification whilst still working for the company and afterwards Gratte Brothers continued to support and promote me."



Clair Townsend

Project Manager

"What I like about working here is the good family feel that the company has and the fact that everyone works as a team. Since joining Gratte Brothers, I have continued to progress, working my way up to my current role."



Megan Carmichael

Systems Engineer

"Gratte Brothers is a business where you are made to feel appreciated and the Directors always make the effort to recognise the work that you have put in."



Brandon Wilson

Electrical Apprentice

"Once I have completed my apprenticeship, I would like to take advantage of the opportunities Gratte Brothers can provide and begin progressing towards project management."



Keith Miller

Site Manager

"Gratte Brothers has continuously supported me in my career development and provided a range of interesting projects to work on."



Marta Sabio

Coordinating Engineer

"Since the beginning I have found Gratte Brothers to be a very enjoyable place to work, a family run business where people make the effort to take an interest in your personal life."