

Gratte Brothers

Gender Pay Gap Report

2018



Gender Balance

Gratte Brothers operates in the Construction Industry and has a workforce which is 86.2% male and 13.8% female. This is broadly in line with the Construction Industry as a whole where 87.6% of roles are occupied by men and 12.4% by women. This gender imbalance clearly presents the industry and the company with significant challenges.

Representation

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 completely inadequate for a modern workforce.



Recruitment & Training

We spend 32% of our training and development budget on female employees. The average length of service among our women employees is 10 years, so our record on development and retention is strong. Our challenge is recruitment. To meet this challenge we have focused our schools programme on girls, reviewed our recruitment methods and have expanded our recruitment channels to target females.

Partnership

The company has become 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.

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

David Gratte, HR Director

Gratte Brothers Group Data

Snapshot Date: 5th April 2018

No. of Employees: 472

Gender Balance;

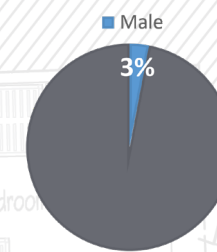


Pay Gap

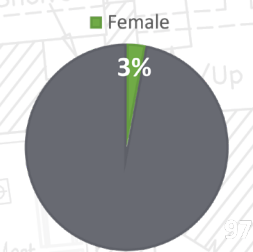
Gender Pay Gap	% gap
Mean (Average)	26.7%
Median (Mid)	18.1%

Bonus Pay

	Mean	Median
Bonus Pay Gap %	44.3	40.00

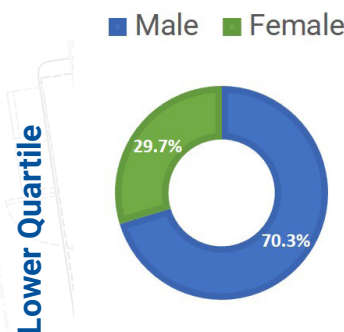


% Male receiving Bonus

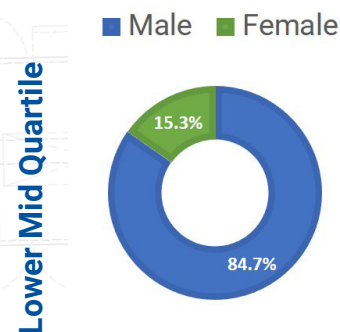


% Female receiving Bonus

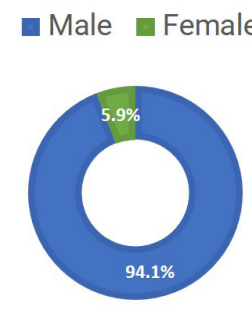
Pay Quartiles



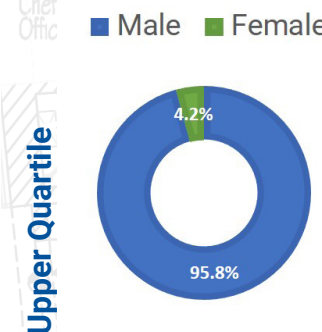
Lower Quartile



Lower Mid Quartile



Upper Mid Quartile



Upper Quartile

Here's what some of our people think about working at Gratte Brothers:



Bronwyn Miller

Group Financial Controller

"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."



Clair Townsend

Project Engineer

"What I like about working here is the good family feel that the company has and the fact that everyone works as a team."



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."



Natasha Baker

Business Support Manager

"I instantly loved working for Gratte Brothers; the togetherness of the employees along with management was very welcoming and remains a contributing factor to the longevity of the staff here."



Nathan Carver

Mechanical Apprentice

"I will always want to stay at Gratte Brothers as you are very well looked after as a member of the team."



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."