

**GB** GRATTE  
BROTHERS

**GB**  
GRATTE BROTHERS

# Gender Pay Gap Report

2021/22

# Foreword from our Group Managing Director



Gratte Brothers operates in the Construction Industry with a workforce composed of 83% male and 17% female, which is higher but largely in line with the UK Construction Industry as a whole. Whilst we're happy to see a consistent increase in female representation across all quartiles for over 5 years at Gratte Brothers, we know that continuous action is necessary to deliver effective change.

## Positive Culture

We know that we cannot just sit back and wait for change, and that instead we have to play an active part in delivering it.

At Gratte Brothers, this is firstly about ensuring we preserve the positive and welcoming culture that maintains our average length of service at 17 years. Therefore we frequently review all of our policies to ensure that they allow for fairness and flexibility in the workplace for all our people and their families regardless of their gender or makeup.

In the last year, following a 12-month pilot, we have implemented a formal Agile Working Policy which allows our staff to reap the benefits both of working in an

office environment and at home. Now that this has been successfully implemented, we are focused on identifying ways of working which could extend the benefits of the policy to our on-site teams. We believe that an agile business is a more successful and appealing business, results in happier staff and ensures a healthier work/life balance.

We have also recently begun reviewing our CSR Strategy for 2023 to identify effective strategies through which to bring about social change. Our aim is to work more closely with local schools, colleges and causes, firstly to promote engineering but also to provide the opportunity needed

for individuals wanting to take the first step into the industry either through work placements or apprenticeships.

## Creating Pathways

We design and implement policies and processes that allow for a fair workplace and our leaders also know that they have a duty to help further the careers of all our people.

However, whilst women are represented across our business, we understand that unless we open up a more diverse range of career entry pathways into the business then we cannot expect to deliver meaningful change.

Therefore for the past 12 months, an internal working group has been focused on opening up more career entry pathways into the business and has now established relationships with *Black Professionals in Construction*, the *Careers Transition Partnership* and *Women into Construction*. Our aim is to ensure that regardless of gender, background or route into the industry, Gratte Brothers is an equal opportunities business and everyone is welcome. This is also why in 2022, Gratte Brothers signed the Armed Forces Covenant, indicating that we will always treat any ex-services personnel and their families fairly.

Last year, we teamed up with Women into Construction, a not-for-profit organisation

that promotes gender equality in construction in order to offer work experience for fifteen women on one of our London-based sites. We are delighted that two of the women who joined us on the placement are now permanent employees within our document control and bid coordination teams and are excited about their futures in the industry.

## Advocating for Change

We remain a proud partner of the Women's Engineering Society, a professional network of women and also continue to utilise our social media platforms to bring awareness to initiatives such as Women in Construction Week and Women in Engineering Day to advocate for greater representation of women in the industry by highlighting some of the women who make Gratte Brothers so successful.

Our success is a result of a team effort and would not be possible without all of the people who make Gratte Brothers what it is. Our overall aim and commitment therefore is to make progress every year towards being a greater, more diverse and therefore more successful team.

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

**David Gratte**

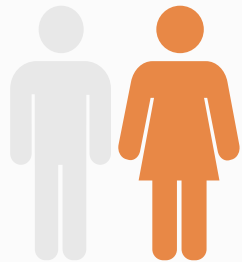
*I confirm that the Gender Pay Gap Data contained in this statement is accurate and has been produced in accordance with the regulations.*

# Our Pay Gap Data At A Glance



**422**  
UK employees

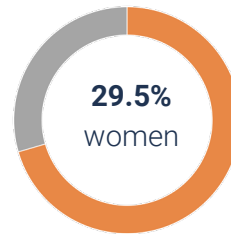
**2**  
Female Board Members



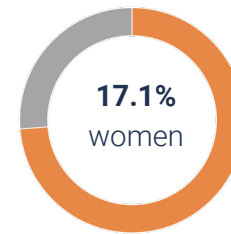
**16.8%**  
of our employees  
are women

Snapshot Date: 5th April 2022

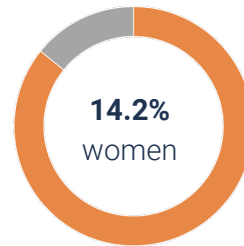
## Quartiles



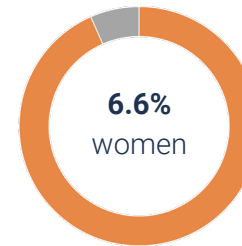
Lower Quartile



Lower Mid Quartile

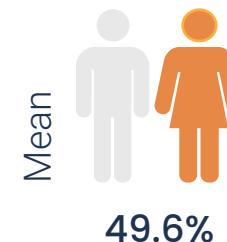
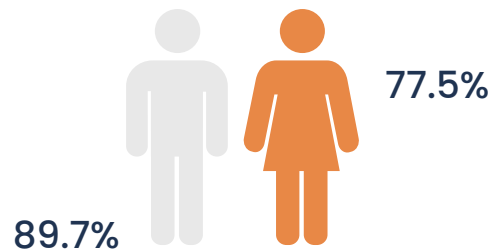


Upper Mid Quartile

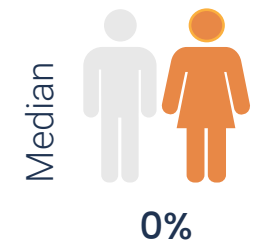


Upper Quartile

## Bonus Pay



Mean



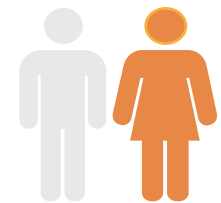
Median

## Hourly Pay



Mean

**25.3%**



Median

**12.7%**

## Equality, Inclusion and Diversity Policy

This policy applies to Gratte Brothers Group Limited and all of its subsidiary companies, which comprise of **Gratte Brothers Limited; Gratte Brothers Specialist Services Limited; Gratte Brothers Catering Equipment Limited; Gratte Brothers Security Management Limited** and **Gratte Brothers Technical Services Limited**.

The company is committed to the principle of equal opportunity in employment.

The terms equality, inclusion and diversity are at the heart of this policy. Equality means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. Inclusion means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. Diversity means the celebration of individual differences amongst the workforce. We will actively support diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers, including agency workers and sub-contractors, are covered by this policy and it applies to all areas of employment including recruitment, selection, training, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and

providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the company.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee or worker receiving less favourable treatment because of a protected characteristic within the Equality Act 2010 which are race, including colour, nationality, ethnic or national origin and caste; religion or belief; disability; sex; sexual orientation; pregnancy or maternity; gender reassignment; marriage or civil partnership; and age. In accordance with our overarching equal treatment ethos, we will also ensure that no one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed-term employee. The company's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all sub-contractors reminding them of their responsibility towards the equality of opportunity.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Management has the primary responsibility for successfully meeting these objectives by:

1. not discriminating in the course of engagement against employees, workers or job applicants;
2. not inducing or attempting to induce others to practice unlawful discrimination;
3. bringing to the attention of our workforce that they may be subject to action under the disciplinary procedure, or other appropriate action, for unlawful discrimination of any kind.

You can contribute by:

1. not discriminating against fellow employees, workers, customers, clients, suppliers or members of the public with whom you come into contact during the course of your duties;
2. not inducing or attempting to induce others to practice unlawful discrimination; reporting any discriminating action to your Line Manager.

The successful achievement of these objectives necessitates a contribution from everyone and you have an obligation to report any act of discrimination known to you.

If you consider that you are a victim of unlawful discrimination you may raise the issue through the grievance procedure.

Signed:  ..... (D Gratte, Group Managing Director)

Date: 9 September 2022

