



This is Us

Grandir UK is the home of multiple nursery brands across the United Kingdom and has been delivering outstanding childcare solutions to families with babies, toddlers and preschool children for over 25 years in Essex, Hertfordshire, Hampshire, Leicestershire, London, Midlands, Surrey, Sussex and South West.

Our Culture

We are proud to have nursery teams of authentic and committed employees, whose friendly faces work as one to create a stimulating, supportive environment where children mentally and physically thrive every day.

We recognise it is our people that provide exceptional education with every child and family at the centre of all we do.

Inclusion & Diversity

We aim to create a culture and an environment of opportunity, learning and openness, enabling our people and children to have a voice and be treated with respect. In essence, we are committed to driving ownership and accountability to the right people in the right places, allowing for autonomous decision making at local level. We lead together rather from the 'top down', developing practices, policies and programmes in collaboration with our teams via working parties and

ensuring a culture of fun, joy, listening and learning.

The wellbeing of our people is a priority and we encourage a culture where people are valued and recognised for their contribution.

We are also a proud equal opportunities employer and we positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender identity, religion or belief, marital status, pregnancy or maternity leave status.

Our Gender Pay Gap Report

Our recruitment strategy and apprenticeship programme are always to employ the best talent and therefore, is inclusive. We have great opportunities for continuous professional development for all staff, irrespective of gender.

The data tells us that men and women are paid equally for doing equivalent jobs across our workforce in a sector that is predominantly female.

The Gender Pay Gap Regulations metrics as of 5th April 2022

1	Difference in mean hourly rate of pay - mean	23.48%
2	Difference in median hourly rate of pay - median	2.93%
3	Difference in mean bonus pay - mean	83.26%
4	Difference in median bonus pay - median	95%
5	Percentage of employees who receive bonus pay	Male: 11.90% Female: 19.51%
6	Employees by pay quartile	
	Upper quartile	Male: 5.9% Female: 94.1%
	Upper middle quartile	Male: 3.8% Female: 96.2%
	Lower middle quartile	Male: 2.1% Female: 97.9%
	Lower quartile	Male: 3.1% Female: 96.9%