Glossary

The Gender Pay Gap is a measure of the difference in the average pay of men and women across the business, regardless of the work they do and the role they play. It is different to Equal Pay which is about men and women receiving the same pay for doing the same job

The Government has asked companies to report the following sets of figures:
• Mean and median Gender Pay Gaps
• Mean and median Gender Pay Bonus Gaps
• The percentage of people by gender who received a bonus payment
• Pay quartiles by percentage of men and women

WHAT IS GENDER PAY GAP REPORTING?

The snapshot date for reporting on is the 5th April 2021 and for bonus reporting, the data covers anything paid from 6th April 2020 to 5th April 2021.

GENDER PAY GAP

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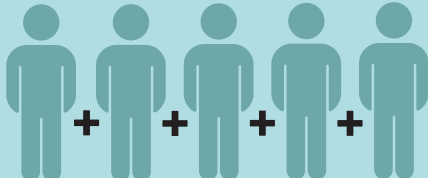
BONUS PAY GAP

Our annual Bonus Pay Gap figures include anything that was paid out either as part of our Bonus scheme (which is available to all salaried Nandocas), or our Partnership scheme (our Long-Term Incentive Scheme where eligibility to participate is driven by level of role). The mean and the median are calculated the same way as both the mean and median pay gaps, but refer to bonus payments received.

PAY QUARTILES

Our pay quartiles are calculated by listing every Nandoca from the highest to the lowest paid. This is then split into four equal groups, and we look at the proportion of males and females in each group.

MEAN PAY GAP

Average pay rate of men and women at Nando's. We first add up the pay of all the male Nandocas at Nando's and divide this number by the total number of male Nandocas at the company. We then do the same thing for all the female Nandocas. The mean Gender Pay Gap is the difference between these two figures.

/5 = Median

MEDIAN PAY GAP

If there were two lines of Nandocas, one of all our female Nandocas and one of all our male Nandocas, and each line went from the lowest paid to the highest paid, the median pay gap is the difference in pay between the middle Nandoca in the female line, and the middle Nandoca in the male line.

= Median

Nando's