

gender pay gap results

2018



what is the gender pay gap?

in april 2018, companies with over 250 employees were required to start reporting their gender pay gap which is the percentage difference between average hourly earnings for men + women

this positive initiative was welcomed with open arms + open minds. because diversity + inclusivity is something we pride ourselves on

below are the figures we're required to share |

- gender pay gap (mean and median averages)
- gender bonus gap (mean and median averages)
- proportion of men and women receiving bonuses
- proportion of men and women in each quartile of the organisation's pay structure

our gender pay gap report looked at our entire workforce as at the 05 April 2018 and includes all data for our then 5,991 strong team





true nourishment.
from bowl
to soul

our results explained

we believe in nourishment. **true nourishment.** the kind that feeds your body **and** your soul. our mission is to nourish modern society. which starts first, from within. because if we don't nourish our people then how can we nourish our guests?

inclusivity + equality. two key pieces of the nourishment puzzle that we're so proud to say, shine through in our results again this year

our mean gender pay gap is -6.9% for this reporting year + our median is -17.7% both in favour of women. these figures are significantly lower than the UK as a whole where the median pay gap is 17.9%*

we've continued to recruit + retain a high number of female employees in senior positions across the organisation

in the spirit of kaizen we will continue to improve in everything we do + in the coming year we're committed to...

- recruiting more females in back of house roles
- promoting more women into back of house management roles
- maintain our representation of women in senior positions

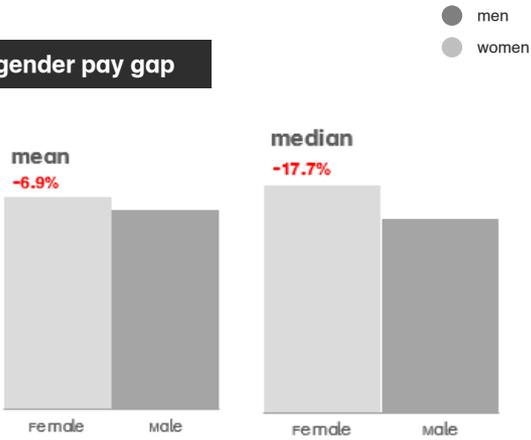
we have provided a detailed breakdown of the results below and can confirm that all of the data provided is true and accurate

thomas heier
people director



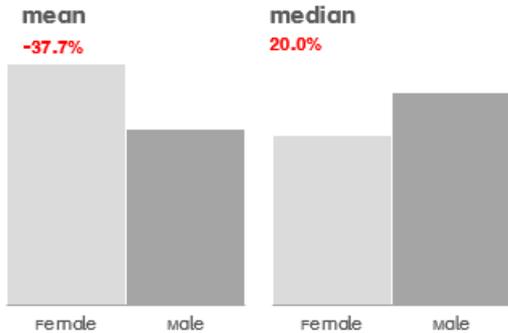
our results

gender pay gap

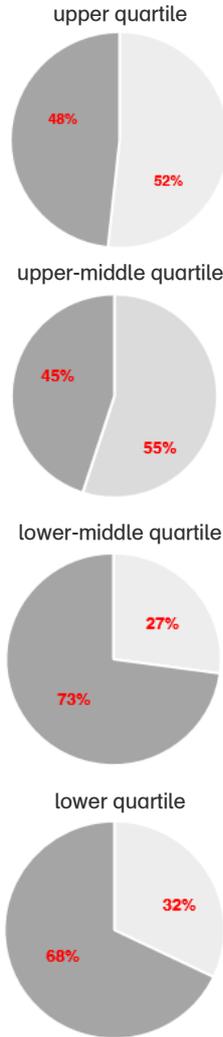


bonus gap

990 men receive a bonus (28.8%)
603 women receive a bonus (23.6%)



pay quartiles



pay gap

our pay gap information is based on data from all 5,991 people employed by wagamama on 05 april 2018

our mean pay gap is calculated by comparing the difference between the average pay of all men + all women as two distinct groups. we are proud of the gender balance that exists at senior levels within wagamama

our median pay gap is calculated by comparing the difference in hourly rate of pay for the men and women who are at the mid-point of each group. as we have a high proportion of women working in senior roles + more male employees traditionally working in back of house roles we are continuing to report a median pay gap in favour of women

bonus gap

the mean + median bonus pay calculations relate to any bonuses that were paid in the reporting period of 06 april 2017 + 05 april 2018. in this period 28.8% of men and 23.6% of women received a bonus. this is mainly attributed to a lower number of females working in bonus eligible positions back of house. as a result, the median bonus gap is 20% in favour of men. the mean was -37.7% in favour of women

pay quartiles

we calculated these quartiles by listing every member of the wagamama family in order from highest to the lowest paid. we then split this into four equal groups and looked at the proportion of men and women in each group

