

# GENDER PAY GAP REPORT FOR 2021

*This report sets out the gender  
pay gap statistics for Fazenda Rodizio Bar  
& Grill in relation to the reporting year of 2021.*



# INTRODUCTION

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Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Fazenda Rodizio Bar & Grill is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

## THE GENDER PAY GAP

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The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.



# ORGANISATIONAL CONTEXT

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Fazenda Rodizio Bar & Grill is a restaurant operator. A traditional South American rodizio, with a focus on high quality food and exquisite wines. We have 283 employees on 5th April 2021 and five England & Scotland city locations. Southern Wind Group acquired Fazenda on 1st March 2021 when it's previous owners, City District Limited went into administration. Therefore, data before this date, including 12-month bonus payments was not available for us to include in this report.



## SPECIFIC IMPACT OF THE PANDEMIC ON OUR GENDER PAY STATISTICS

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We have zero percentage pay gender gap figures throughout our report due to not having any full-pay relevant employees in the relevant pay period of the snapshot date of 5th April 2021. At this time, Fazenda had 96.1% of our employees on furlough as all non-essential hospitality businesses were closed as a direct impact of the Covid-19 pandemic. Of the 3.9% of employees not on furlough, 1.4% were on maternity leave, 2.5% were flexibly furloughed and 0.7% were working but being paid a reduced salary. We also did not pay out any bonus' in the relevant pay period of the snapshot date nor at any time after being acquired by Southern Wind Group on 1st March 2021 so are not required to report gender bonus gap figures.

Our 2022 Gender Pay Gap Report should offer an authentic view of our organisation as we are now in the phase of 'living with covid' and are able to operate as normal.



# THE GENDER PAY GAP

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## MEAN GENDER PAY GAP

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 0.0% (rounded to one decimal place).

## MEDIAN GENDER PAY GAP

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 0.0 % (rounded to one decimal place)

## GENDER BONUS GAP

From our acquisition by Southern Wind Group on 1st March 2021 up to and including 5th April 2021, Fazenda Rodizio Bar & Grill did not pay out any bonus'.

## SALARY PAY QUANTILES

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

GENDER	LOWER NO.	%	LOWER MIDDLE NO.	%	UPPER MIDDLE NO.	%	UPPER NO.	%
MALE	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FEMALE	0	0.0%	0	0.0%	0	0.0%	0	0.0%

We have zero percentage figures for each of the salary quartiles again due to not having any full-pay relevant employees in the relevant pay period of the snapshot date of 5th April 2021.



# CONFIRMATORY STATEMENT

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I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

SIGNED



NAME

Nina Widdicombe

JOB TITLE

Head of People

DATE OF STATEMENT

05/04/2022

## CONTACT

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Please direct any queries relating to this gender pay gap report to Nina Widdicombe - Head of People by contacting them on [ninawiddicombe@fazenda.co.uk](mailto:ninawiddicombe@fazenda.co.uk)

