

Valuing and Respecting our People

McDonald's is at the heart of every type of community up and down the United Kingdom and Ireland. We serve families enjoying a treat with children, overnight workers in need of a midnight fuel boost, to retired couples coming in for breakfast and a chat with our people. Everybody is welcome.

We have built a team that reflects those communities we serve.

Everyone at McDonald's is different. Some want to improve their prospects and build a career with us, while others want to earn some extra cash while working in a friendly environment that can help them grow.

We look after, develop and foster our people regardless of whether they're here for a year, or building a career – investing £43 million per annum in training to develop our people.

McDonald's understands that promoting leaders who embody our values is integral to developing and maintaining our culture.

Our business prides itself on equal opportunities and promoting talent, and you can see that reflected in our senior leadership. Over a third of the McDonald's UK & Ireland Executive team started out working on the restaurant floor.

Ninety percent of Business Managers, who run our restaurants, have worked their way up from starting as crew members as well.

McDonald's is very proud of the fact that we have a zero percent gender pay gap in our business. No woman is paid less for the same work as a man. That's the law, but too often others fall short of that standard. We don't.

It isn't just at a restaurant level that we promote equal opportunity. In the upper half of our paid roles, women make up 50 per cent as well.

McDonald's has a zero-tolerance policy on workplace harassment. Training has been rolled out across our estate, from shift leaders in our restaurant and upwards. Our Executive has already undertaken training, and by the end of 2019, every franchisee in our business will understand how to help prevent harassment occurring, and respond properly if it does.

Since we opened our first restaurant in UK over forty years ago, we have understood that our business can only succeed if our people succeed. We remain committed to that principle now, and into the future.