

# 20-FIRST's 2019 UK GENDER PAY GAP SCORECARD 2019

APRIL 2019

## A Handful Achieve Balance, But It's A Long Road Ahead

At 20-first we believe that gender pay gap legislation is an important tool in companies and countries achieving gender balance, even if it is a blunt one. Given the substantial impact of large employers, here we report on the pay gaps of private sector companies employing over 20,000 UK employees.

### Key Findings











**BALANCED BUSINESSES?** A handful are leading the pack and like McDonalds and Primark are reporting no gender pay gap. They should be applauded for their achievements and challenged to now fix their bonus gaps - ranging from 7% at McDonalds to 40% at Greene King (both in favour of men) and a stats skewing 63% in favour of women at B&M Retail.

**MIND BOTH BANKING GAPS:** At the other end the banks dominate the worst pay gaps, with the bottom six all being high street banking names. The female bank employees suffer further with even the smallest bonus gap being a massive 41% in favour of men.











**LITTLE MOVEMENT:** Manpower UK's 5% is the best improvement and Travis Perkins' 8.5% is the worst decline. Since last year, the group as a whole saw no movement on pay and a 2% increase in the bonus gap, on average. We don't expect these gaps to be fixed in a year, but we do hope for more progress in 2020.

**TALKING OF NEXT YEAR:** 76% have included more detailed pay gap reports. Only 47% outline plans in these reports, often limited to unconscious bias training and programmes to 'fix the women', and only 12% include targets for hi-po and senior women. Until companies get serious about empowering their leaders to fix the system, we're unlikely to see substantial movement in these numbers.

### Zero Pay Gap Possible

Company	Pay Gap	Bonus Gap
 <b>B &amp; M Retail Ltd</b> Simon Arora 	0%	42%
 <b>Greene King Retail Services Ltd</b> Flooney Anand 	7%	40%
 <b>Manpower UK Ltd</b> Mark Cahill 	5%	41%
 <b>McDonald's Restaurants Ltd</b> Paul Pomroy 	0%	7%
 <b>Primark Stores Ltd</b> Paul Marchant 	0%	40%

### Banks Stuck At The Bottom

Company	Pay Gap	Bonus Gap
 <b>Lloyds Bank PLC</b> António Horta-Osório 	42%	67%
 <b>The Royal Bank of Scotland PLC</b> Ross McEwan 	37%	44%
 <b>Lloyds Banking Group PLC</b> António Horta-Osório 	33%	61%
 <b>HSBC Bank PLC</b> Ian Stuart 	30%	58%
 <b>Santander UK PLC</b> Nathan Bostock 	29%	41%

■ Pay Gap  
■ Bonus Gap

**Research methodology** - The data for this survey is based on publicly available median data for the April 2019 deadline on the UK Government's Gender Pay Gap website. We have analysed the data of private sector companies who have self-reported as having over 20,000 UK employees in their pay gap filings. Three of the companies did not have comparable data for last year and have been excluded from the year on year comparisons.

20-first research analyses progress on gender balance in the top companies of a number of industries and countries, as well as across the Top 100 companies of the Fortune Global 500. For more, go to <https://20-first.com/thinking>

## Who we are

20-first is one of the world's leading global consultancies focused on gender balance as a business and economic opportunity.

We work with many of the best known global companies that seek to move from 20th century mindsets, management styles and marketing approaches into more progressive 21st century forms – and to stay first at the game.

Hence our name. It underlies our purpose, and those of the clients we serve.

1

**Wake Up**  
Engage leaders and managers

2

**Start Smart**  
Launch an initiative with the right people and the right positioning

3

**Align Leaders**  
Get buy-in on why balance is a business opportunity and how to scale it

4

**Build Gender Bilingual Management Skills**

Equip managers with skills needed to manage across genders

5

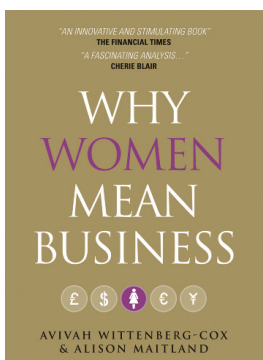
**Sustain the Change**

Keep up the momentum, track progress and reward success

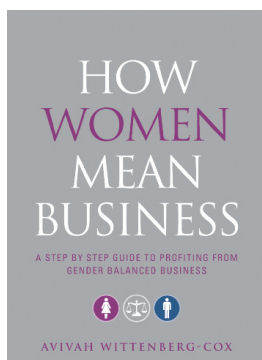
## What makes us different

- **The business imperative**  
We help companies to unlock 21st century Market and Talent opportunities
- **Focus on gender bilingual leaders**  
We equip leaders with a strategic understanding and management competencies to work across genders
- **Global perspectives**  
We are experienced working with global companies across all regions and cultures of the world

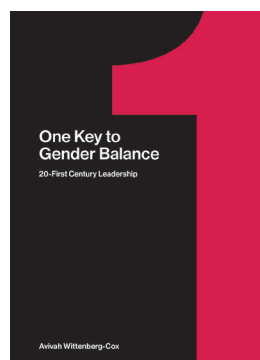
For more information, please contact [queries@20-first.com](mailto:queries@20-first.com)



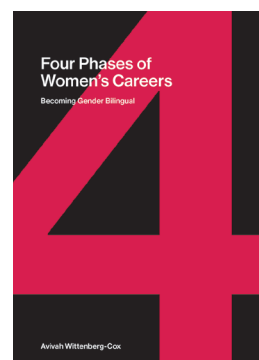
**Business Case**



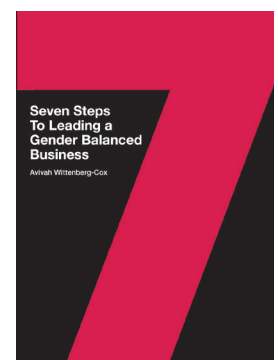
**Implementation**



**Strategy**



**Talent**



**Leadership**