



WOMEN AT WORK 2022

Representation, breaking taboos
and how the Best Workplaces™ for
Women are achieving consistent
employee experiences *for all.*



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Great Place to Work® UK

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95%

of women in the
Top 5 Best Workplaces™
for Women say that
they are treated fairly
regardless of their
gender



INTRODUCTION

Now in its fifth year, our 2022 list showcases the largest collection of Best Workplaces™ for Women that the UK has ever recognised.

These results are based on what women themselves have anonymously reported to us about their workplace experience and how well represented they are in the workforce and management.

Ensuring people aren't discriminated against, placing positive value on our differences, creating fair access and advancement for all, and fostering a sense of value and empowerment in employees is what being a Great Place to Work® is all about.

Only by first identifying the gaps in workers' experiences can organisations truly take action to close them, which is why analysing employee experience is important.

This year we've seen some of our Best Workplaces™ homing in on particular focus areas including equality, representation, fairness and casting the spotlight on menopause support and promotion of shared parental leave. We are proud that the insight we provide helps organisations on that continuous journey – and it's wonderful to celebrate so many Best Workplaces™ for Women this year, across all sectors and organisational sizes.



Benedict Gautrey
Managing Director
Great Place to Work® UK

It all starts with fairness

Gender equality is not about treating men and women the same regardless of individual needs; it is about treating everyone fairly, regardless of gender. Ensuring fairness means to compensate for women's historical and social disadvantages that prevent a level playing field.¹

At work, fairness between employers and employees includes mutual trust and respect, positive interpersonal relationships and clear and open communication.

There is no hiding that the pay gap is still the single biggest issue when it comes to gender equality: Women in the UK were still paid just 90p for every £1 earned by a man according to latest numbers. While there is an overall decline in the pay gap (27.5% in 1997 to 15.4% in 2021), it rose slightly in the last year (0.5% up from 14.9% in 2020).²

More can certainly be done across most sectors and organisations in the UK and so it's vital for organisations to a) capture data to know where gaps exist (now compulsory for organisations with more than 250 staff) and b) forge action plans to reduce the gaps

(the government recommends ensuring multiple women are on shortlists for recruitment and promotions - and encouraging salary negotiation by showing salary ranges). This is hugely important as research shows that women are less likely to negotiate their pay³ and a recent YouGov survey⁴ also found that whilst almost a third (31%) of men were successful when asking for a payrise, only a fifth (21%) of women received their salary increase.

And fairness in other ways isn't always simple either - whilst it's about equal treatment and ensuring peers are being held to the same standards of respect and accountability, it's also about eliminating barriers to advancement and sometimes adjusting practices, policies, or procedures for those who may be disadvantaged; and ensuring they have the tools they need to access the same opportunities as their peers - not an easy line to navigate at times.

Best Workplaces™ for Women have made it a priority to strive for gender equality, which is reflected in the practices they implement and in what their female employees say.

¹ <https://www.unfpa.org/resources/frequently-asked-questions-about-gender-equality>

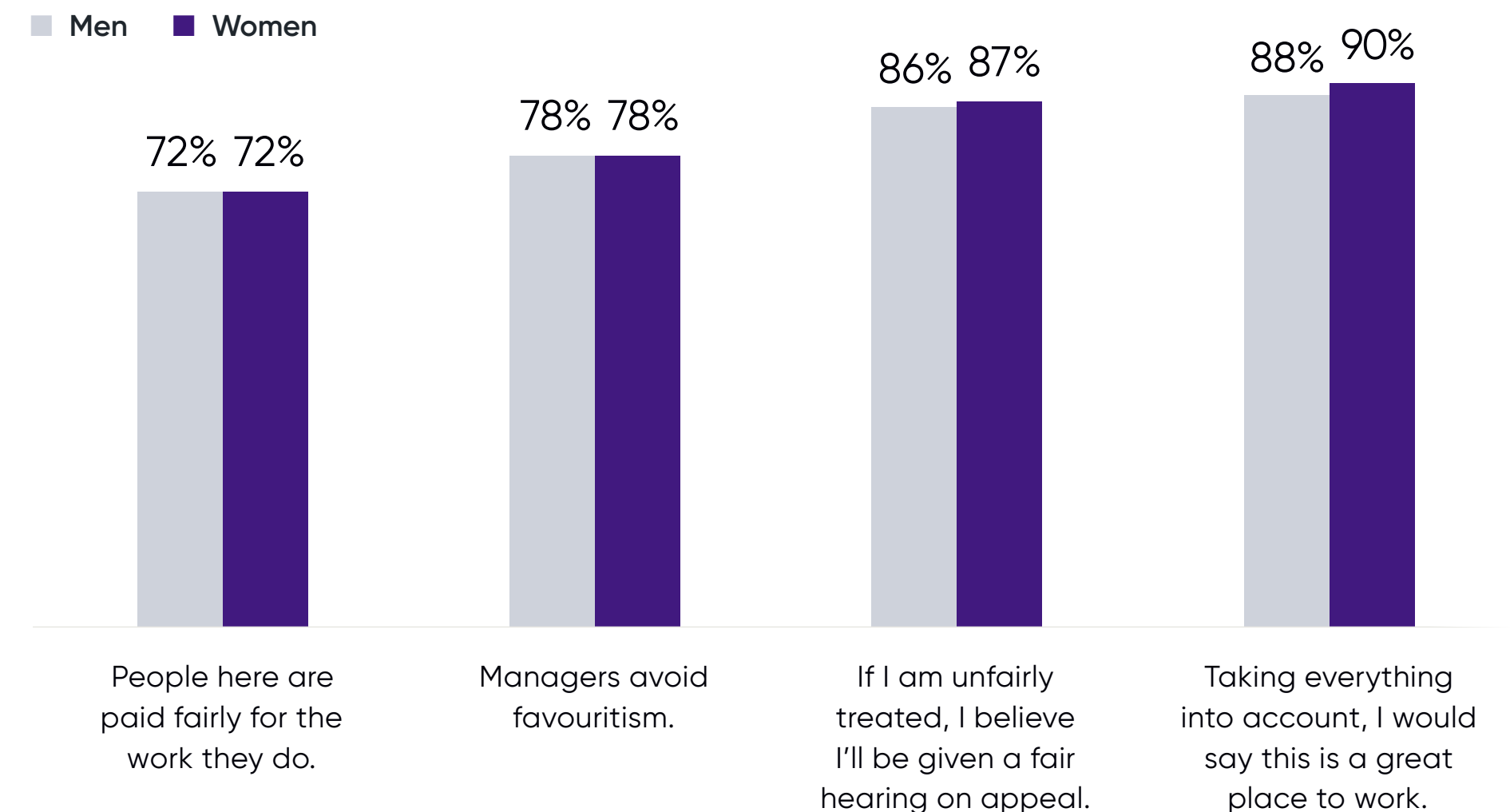
² <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

³ Leibbrandt, A., & List, J. A. (2014). *Do women avoid salary negotiations?*

⁴ <https://yougov.co.uk/topics/economy/articles-reports/2022/04/04/how-many-britons-have-asked-pay-rise-and-how-many->

INSIGHTS FROM GREAT PLACE TO WORK'S TRUST INDEX® SURVEY

Equity between Men and Women at Top 5 Best Workplaces™ for Women



The Women at **Adobe** employee network aims to attract, develop, and engage women and allies to “empower every woman to define and achieve her own success”. As part of the network, their female executives shared their stories and insights in a video series to inspire and help other women.



Breaking the barriers and stigmas around Shared Parental Leave

Sadly, it still often makes more financial sense for the woman in a heteronuclear family to take maternity leave - which often leads to the ripple effects of shouldering an unequal share of childcare going forward and is one of the biggest factors in gender inequality.

Shared Parental Leave is an important tool to tackle this injustice and while it is offered by some companies, the government estimates that take-up among eligible couples is still only between 2% and 8%, and Maternity Action estimates that it is even lower (between 3% and 4%).

In their research *'Who Shares, Wins: Real world insights into Shared Parental Leave'* My Family Care (now Bright Horizons) commissioned a qualitative study⁵ in 2017 to explore how Shared Parental Leave (SPL) was being adopted by parents, and fathers in particular; and to establish both the appetite for it and the **barriers** affecting the **uptake**. Their findings showed it was "deeply welcomed" but respondents still registered concerns around the possible stigma attached to men who take SPL, concerns

over career progression and a reluctance to take more than 2-3 months off at most.

Other key themes from their research were the struggle experienced in making sense of the policy details (employees and HR professionals alike) and the power of "well-placed role models to inspire others".

Jennifer Liston-Smith, Head of Thought Leadership at Bright Horizons, gave us this more recent perspective: "Whilst these themes still feel current, those employers which have ensured well-informed and accessible HR support, visible role models and - ideally - enhanced shared parental leave pay, have found take-up rises, along with employee engagement."

Numerous high-profile campaigners are urging the government to adopt a new model of parental leave which would give both parents non-transferable paid leave to care for their child - and a number of Best Workplaces™ have even taken huge steps already by voluntarily adopting a 'for all' methodology to their SPL policy.

BEST PRACTICES FROM THE BEST WORKPLACES™ FOR WOMEN

Accenture has a shared parental leave policy to help address the bias experienced by women when returning to work, contributing to gender inequality. Regardless of gender, sexual orientation or how colleagues have become a parent, they offer a Shared Parent Leave (SPL) policy, providing mothers, primary adopters, fathers, and partners with equal access to 32 weeks of full-paid leave, equal to their maternity provision.

"Parental leave and attitude to parents is generally positive compared to other organisations - i.e. there is support for both men & women to take parental leave and there is support for parents to continue to grow their careers and progress whilst balancing family/life commitments."

 **accenture**

– Accenture Employee

⁵ My Family Care Report (2017), *Who Shares, Wins: Real world insights into Shared Parental Leave*

Promoting women in the workplace

The current FTSE Women Leaders Review⁶ shows that there has been steady progress in achieving gender parity in senior leadership positions across the UK's businesses.

In 2021 women made up 32.5% of leadership positions in the FTSE 350 – an impressive improvement from only 24.5% in 2017. To get closer to gender parity the voluntary target is to get these numbers up to 40% by 2025.

Best Workplaces™ for Women are already very close to this target with an average of 37% of senior leadership positions held by women while the top 5 ranked companies even surpass it with a 53% representation rate of women in leadership positions.

To achieve this, it is vital not just to remove barriers for women to rise to higher ranks in the company, but actively promote them.

BEST PRACTICES FROM THE BEST WORKPLACES™ FOR WOMEN

IRIS Software Group have sought to cultivate an environment that empowers women to succeed and flourish through a range of programmes that promote a positive work experience, and offer flexibility and support. These initiatives include using a gender-neutral language processing software to eliminate bias in talent acquisition, a 'Mentoring for Parents' scheme and offering atypical working hours (i.e., term-time working/compressed hours) and their 'Women in Leadership programme' to provide opportunities for women to grow. Knowing the importance of positive role models, the CEO of IRIS and other senior female leaders share their inspirational stories and encourage women to strive for success.



⁶ <https://ftsewomenleaders.com>



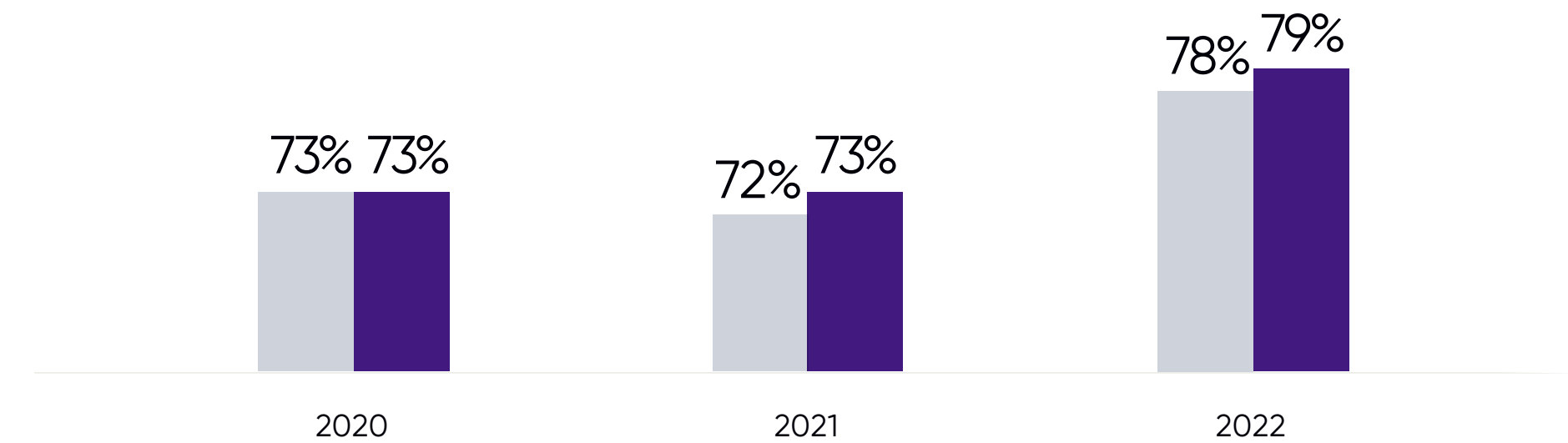
INSIGHTS FROM GREAT PLACE TO WORK'S TRUST INDEX® SURVEY

The Top 5 Best Workplaces™ for Women know the importance of promoting women in the workforce

Instead of using the turbulence of the past years as an excuse to ease off, these companies even improved their already impressively high scores for fair promotion

■ Men ■ Women

'Promotions go to those who best deserve them.'



"This year, **IRIS** has invested in and developed a fantastic Women in Leadership Strategy with a defined monthly focus on this with a timetable of events. There is also a separate WIL cohort for the High Potential programme which truly supports and recognizes women who want to progress their career at IRIS."

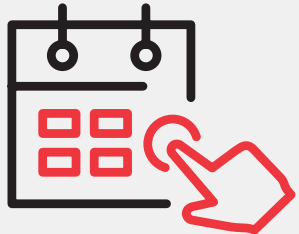


– IRIS employee

Flexibility remains important, especially for women

Best Workplaces™ for Women recognise that work is only one part in the life of their employees and do what they can to help them. The recent years have led many people to re-think their priorities and a record number of skilled workers decided to quit their jobs in search of something more meaningful that also enables a healthy work-life balance.

More and more companies have accepted the new reality and allow their employees to work from home where possible, providing unprecedented opportunities to balance personal life and work life. Women in the Best Workplaces™ for Women especially feel trusted and valued and, compared to pre-Covid times, we have seen a steady rise in trust and value statement scores.



Synergy Vision allows employees to work a 4-day week. Initially, all employees' hours were reduced from 40 hours across 5 days, to 36 across 4. Gradually, the time worked has reduced to 34 hours with no decrease in salary.



Scrapping the working day, **Circle** offers employees complete flexibility to choose their hours. This has created opportunities for people to follow their wider interests or family requirements (e.g., an employee who wanted to reduce to 4 days/week to gear up their baking business).

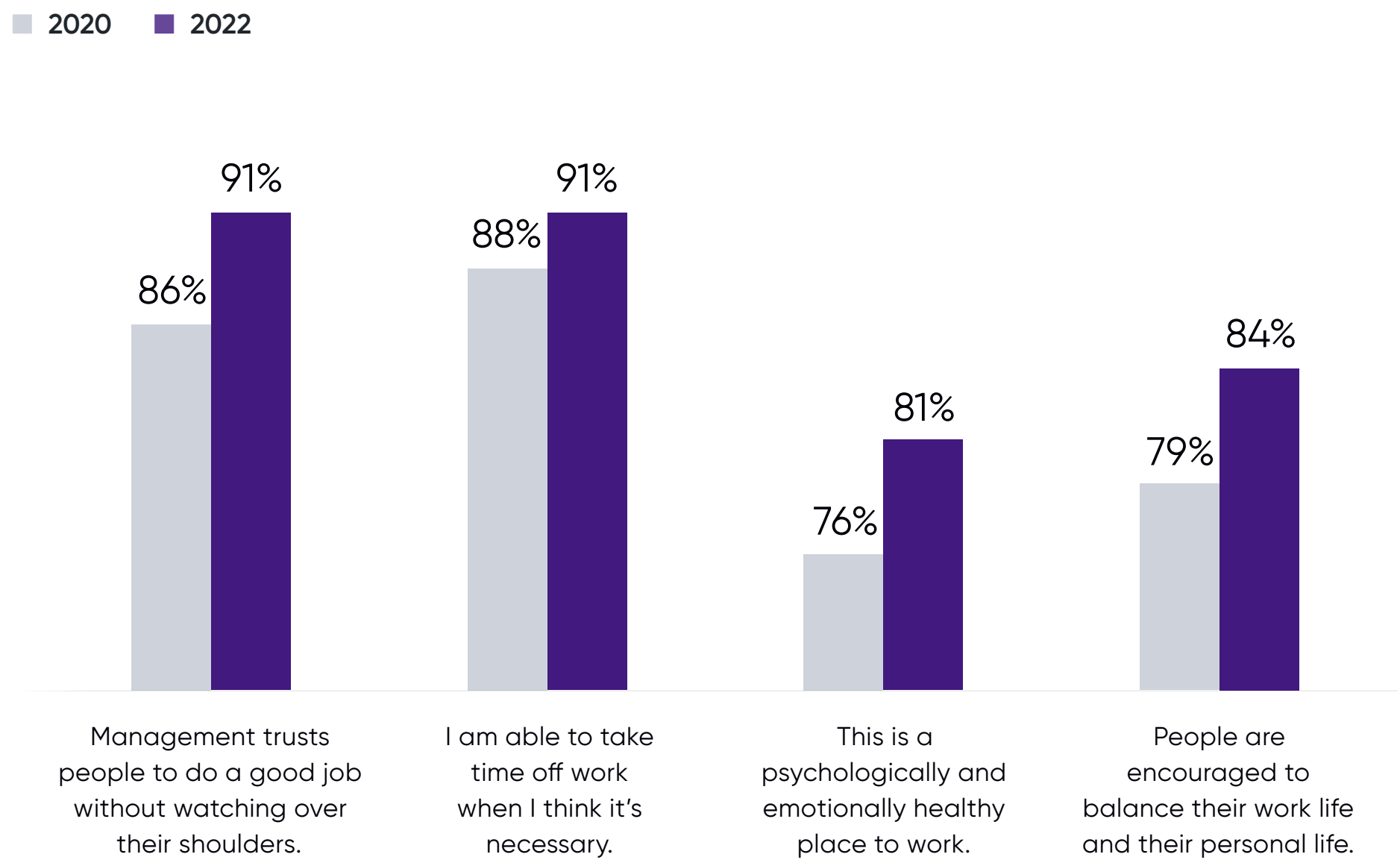


Home Group Limited introduced guidance around pregnancy loss and how they can support colleagues who experience this, including two weeks' paid leave for parents who lose a baby through miscarriage.



INSIGHTS FROM GREAT PLACE TO WORK'S TRUST INDEX® SURVEY

Best Workplaces™ for Women make them feel trusted and valued



"The high number of parents (22%) led to good work-life balance. Lots of women in senior leadership meant lots of mentors and people to ask for help when I was very sick in my first trimester."



– Anthemis employee



“Throughout the pandemic **Softcat** have been fantastic: they have provided regular clear communication on changes and COVID updates. They shared quarterly wellbeing surveys and when, as a company, our happiness score dropped in the third lockdown Softcat sent everyone a wellbeing hamper. It was such a kind and thoughtful gesture and definitely picked me up when I needed it most. I’m also part of the supporting women in business community which is such a fantastic space for women to share ideas on topics like meeting safety, how to overcome unwanted attention etc. It’s really comforting as a woman in the tech industry that Softcat have created this group and have a real focus on diversity and inclusion. We have many other community groups, LGBTQ+, faith at work, Black Asian & Minority etc.”



– Softcat employee

Initiatives around menopause

With half of the global population being female, perimenopausal and menopausal women obviously make up a significant percentage of the world's working people. According to a recent study, three in five menopausal women were negatively affected at work and almost 900,000 women in the UK alone left their jobs for stretches of time because of their symptoms.⁷ Whilst the menopause is not a specific protected characteristic, related legislation includes the Equality Act 2010 (ensuring employees aren't put at a disadvantage/ treated less favourably because of their menopause symptoms) and the Health and Safety at Work Act 1974 (ensuring, where reasonably practical, everyone's health, safety and welfare at work is considered).

The main demographic of women affected (according to the survey) were aged between 45 and 55, which could mean that women are leaving businesses "at the peak of their experience" which will "impact productivity" and of course lead to fewer women at executive levels and contribute to the gender pay-gap/pension disparity.

It is reassuring to see that 90% of women between 45 and 55 in the Top 5 Best Workplaces affirm that **'taking everything into account, I would say this is a great place to work'** and 80% appreciate the special and unique benefits at work.

"The recent recognition of supporting women through the menopause - this has been long overdue, so great that it is now being addressed and more support mechanisms are in place."

 **accenture**

– Accenture employee

⁷ 2019 survey conducted by BUPA and the Chartered Institute for Personnel and Development (CIPD)



Government policies on menopause

The Government Equalities Office 2019 'roadmap' on gender equality commits the Government to conduct research into "what works to improve women's reproductive health, across the life course" and "develop indicators relating to women's health experience and impact on their work".

The Government has also recently sought views to help inform the development of a Women's Health Strategy. This inquiry "examines the extent of discrimination faced by menopausal people in the workplace and investigates how Government policy and

workplace practices can better support those experiencing menopause".

More and more organisations are getting ahead of formal legislation and, like many of our Best Workplaces™ for Women, putting policies and procedures in place to support those going through menopause and educate others around them. This is key to both minimising impact on physical and psychological health and wellbeing, allowing those affected to maintain productivity and ensuring they don't permanently leave the workforce because of menopause alone.

"My local managers at **Mental Health Concern** have been exceptional in their approach to being 'humane' with working in these extremely stressful times, which includes Covid-19. Great to see a policy to support women being human through the menopause. Bravo! Menopause is not an illness."



– Mental Health Concern employee

BEST PRACTICES FROM THE BEST WORKPLACES™ FOR WOMEN



To raise awareness around a common women's health issue, **Coventry Building Society** launched a "menopause toolkit". Menopause can cause many hidden challenges to women; the toolkit was designed to provide support, create support groups, encourage storytelling and pilot workshops around menopause. Employees also had access to relevant content via the employee platform.



Lindt & Sprüngli UK Ltd set up focus groups to understand more about women's experiences of menopause, information to create a policy and a framework to support their employees going through menopause. Following this, a range of resources were made available (including videos, factsheets and websites) that can be accessed confidentially.



Synergy Vision took a proactive approach when spreading awareness about menopause by creating a Menopause Policy. The policy provides guidance for supporting and managing menopausal symptoms, including training for managers and advice sheets.





“At **Sovini Group**, we have Health and Wellbeing Ambassadors – staff from all companies in the group, who keep us in touch with a whole programme of wellbeing activities. Initiatives include talks from a range of professionals on various topics including, amongst others, financial matters, confidence building and menopause awareness. We also have our very own Sovini Choir and are hoping to be able to perform a few seasonal songs at our independent living schemes in the run up to Christmas. The important thing about all of the above is that Senior Management have not ‘imposed’ this programme of events. They are all as a result of requests and suggestions from our staff.”



– Sovini Group employee



Congratulations to UK Best Workplaces™ for Women 2022!

Super Large Organisations

 1,000+ employees



No. 1



Principality Building Society

No. 2



Salesforce

No. 3



Admiral Group

No. 4



Softcat plc

No. 5



Home Group Limited

- | | | | |
|--------|--------------------------------------|--------|-----------------------------------|
| No. 6 | Hilton | No. 23 | L&Q |
| No. 7 | Cisco UK | No. 24 | Teleperformance |
| No. 8 | DHL Express UK | No. 25 | IRIS Software Group |
| No. 9 | SAP (UK) Ltd | No. 26 | Dimensions (UK) Ltd |
| No. 10 | Irwin Mitchell | No. 27 | Accenture |
| No. 11 | Gowling WLG (UK) LLP | No. 28 | Choice Support |
| No. 12 | DHL Global Forwarding UK Ltd | No. 29 | McCarthy Stone |
| No. 13 | The Prince's Trust | No. 30 | Utilita |
| No. 14 | Coventry Building Society | No. 31 | Hafod Housing Association Limited |
| No. 15 | Bright Horizons Family Solutions | No. 32 | Outcomes First Group |
| No. 16 | HomeServe Membership Limited | No. 33 | Sopra Steria Limited |
| No. 17 | BUUK Infrastructure | No. 34 | Santander UK |
| No. 18 | Abbott UK | No. 35 | Siemens Healthineers |
| No. 19 | Northumbrian Water Group | No. 36 | Ambassador Theatre Group |
| No. 20 | Capgemini UK | No. 37 | Places for People |
| No. 21 | Shared Services Connected Ltd (SSCL) | No. 38 | Experian Ltd |
| No. 22 | Verisk | No. 39 | Deloitte |



Congratulations to UK Best Workplaces™ for Women 2022!

Large Organisations

 251-1000 Employees



No. 1

Realise

Realise

No. 2



Xero

No. 3



Biogen Idec Ltd

No. 4



Baringa

No. 5



AlphaSights

No. 6	Oxford PharmaGenesis	No. 25	Checkout.com	No. 44	Mental Health Concern and Insight IAPT
No. 7	Version 1	No. 26	Citrix Systems Ltd	No. 45	TeamSport Indoor Karting
No. 8	Phoenix Software Limited	No. 27	Stryker UK Ltd	No. 46	Bacardi UK
No. 9	ServiceNow UK	No. 28	Procook Ltd	No. 47	Mimecast
No. 10	Hilti GB	No. 29	Lindt & Sprüngli UK Ltd	No. 48	bpha
No. 11	Adobe	No. 30	AbbVie	No. 49	W. L. Gore & Associates (UK) Ltd
No. 12	Thoughtworks	No. 31	Mobilize Financial Services	No. 50	Chiesi Ltd
No. 13	The Sovini Group	No. 32	REPL, Part of Accenture	No. 51	Offshore Renewable Energy Catapult
No. 14	Liberty IT	No. 33	Webbs Garden Centres Limited	No. 52	Ipsen Slough
No. 15	Ombudsman Services	No. 34	FactSet Europe Ltd	No. 53	Elavon
No. 16	Genesys	No. 35	Laithwaites	No. 54	Flight Centre Travel Group
No. 17	Fittleworth Medical Ltd	No. 36	Borders College	No. 55	HelloFresh UK
No. 18	Goodlord	No. 37	Secure Trust Bank Group	No. 56	NHS Shared Business Services
No. 19	Insight Direct (UK) Ltd	No. 38	Smart Pension	No. 57	SS&C Blueprism
No. 20	Avado	No. 39	SC Johnson	No. 58	Fisher Investments UK
No. 21	Freddie's Flowers	No. 40	The Oldham College	No. 59	Ingram Micro UK Ltd
No. 22	Little Dot Studios	No. 41	REL Field Marketing	No. 60	Broadridge Financial Solutions
No. 23	Confused.com	No. 42	Vegner Group	No. 61	Charlie Bigham's
No. 24	Zen Internet	No. 43	De Lage Landen Leasing Limited		

Congratulations to UK Best Workplaces™ for Women 2022!

Medium Organisations

 51-250 Employees

No. 1



evolved.

Evolved Search

No. 2



Reachdesk

No. 3



Citipost Mail

No. 4



South Liverpool Homes

No. 5



justteachers Limited

No. 6	Grace's Day Nursery	No. 37	Ayming UK Limited	No. 67	Retail Insight
No. 7	Hive and Pollen Health	No. 38	Brown-Forman UK	No. 68	The Havebury Housing Partnership
No. 8	Sellick Partnership	No. 39	The Exeter	No. 69	IronmongeryDirect Limited
No. 9	World Wide Technology	No. 40	SLC Rail	No. 70	London & Scottish Property Investment Management
No. 10	Yext	No. 41	Lansons	No. 71	Synthace
No. 11	Braze	No. 42	Rimini Street Limited	No. 72	Riskconnect
No. 12	Hughes Insurance Services Limited	No. 43	Insulet International Ltd	No. 73	Tractable Ltd
No. 13	PlotBox	No. 44	Edrington UK	No. 74	Burnetts
No. 14	CDM London	No. 45	BeyondTrust	No. 75	Ruxley Manor Garden Centre
No. 15	Intuit QuickBooks	No. 46	Harvey Nash Limited	No. 76	Treasury Wine Estates
No. 16	SquaredUp	No. 47	Adyen UK	No. 77	Landor and Fitch
No. 17	Impression	No. 48	Oakbrook Finance	No. 78	Seren
No. 18	Impact	No. 49	xDesign	No. 79	St James Facilities Services Ltd
No. 19	Mason Advisory	No. 50	Cameron	No. 80	Design Bridge Ltd
No. 20	AXON	No. 51	15gifts Limited	No. 81	Gorilla Glue Europe Ltd
No. 21	Xpedition	No. 52	Technology Management (Midlands) Ltd	No. 82	Consilient Health
No. 22	Wazoku Limited	No. 53	Mental Health First Aid England	No. 83	finnCap Group
No. 23	Alnylam UK Ltd	No. 54	Redkite	No. 84	La Redoute
No. 24	Goodman Masson	No. 55	Ares Management	No. 85	Logicalis UK Ltd
No. 25	Phrasee	No. 56	Volvo Financial Services	No. 86	Coats Group plc
No. 26	Touch Medical Media	No. 57	Citizens Advice Gateshead	No. 87	Seco Tools UK
No. 27	Elucidat	No. 58	360insights (Europe) Ltd	No. 88	Santen UK Limited
No. 28	Tomorrow	No. 59	ZS	No. 89	Lead Forensics
No. 29	Automation Logic	No. 60	Creative ITC	No. 90	Advanz Pharma Services (UK) Ltd
No. 30	Slalom	No. 61	Cherry	No. 91	Fleet Alliance Limited
No. 31	WisdomTree	No. 62	Immersive Labs	No. 92	Ecotone
No. 32	Moose Toys Ltd	No. 63	Cvent Europe	No. 93	Bruichladdich Distillery Co. Ltd
No. 33	Seccl Technology Limited	No. 64	Powerforce Field Marketing and Retail Services Ltd	No. 94	GIMO
No. 34	Credera UK	No. 65	Avantia	No. 95	UNIDAYS
No. 35	Vetoquinol UK	No. 66	Liberty Insurance	No. 96	Thinkproject



Congratulations to UK Best Workplaces™ for Women 2022!

Small Organisations

 20-50 Employees



No. 1

M&CSAATCHIMERLIN

M&C Saatchi Merlin

No. 2

wordmonster®

Word Monster

No. 3



MS-UK

No. 4



Monkey Puzzle Day Nurseries Ltd

No. 5

ZOOCHA

Zoocha

No. 6	Cartwright Communications	No. 27	Alation Inc.	No. 48	Green Gourmet Ltd
No. 7	Ackerman Pierce	No. 28	Absolute Digital Media	No. 49	develop
No. 8	Uptake Strategies	No. 29	Ntegra	No. 50	Achievers
No. 9	Lilli	No. 30	Enovation Controls Ltd	No. 51	Pearn Kandola
No. 10	Aconveyancing	No. 31	Lupin Healthcare UK Ltd	No. 52	firstlight group
No. 11	AOK Events Ltd	No. 32	Xledger Ltd	No. 53	Jubilee Hall Trust
No. 12	Synergy Vision	No. 33	eduMe	No. 54	6B Digital
No. 13	DOMO Group Ltd	No. 34	Serve and Protect Credit Union	No. 55	Ecology Resources
No. 14	LACE Partners	No. 35	UK Connect	No. 56	Catalina Marketing UK Ltd
No. 15	Katté & Co	No. 36	Centor Insurance and Risk Management Ltd	No. 57	383 Project
No. 16	Richard Nelson LLP	No. 37	Ryan	No. 58	Active International
No. 17	Cowry Consulting	No. 38	Red Ant Digital Limited	No. 59	International Chamber of Shipping Limited
No. 18	Forward Role	No. 39	Wild Nutrition Ltd	No. 60	Simprints
No. 19	Venture Stream	No. 40	i-Pharm Consulting Ltd	No. 61	Peru Consulting Limited
No. 20	Social	No. 41	Watkins & Gunn Solicitors	No. 62	Precis Digital
No. 21	Camino Partners	No. 42	Unipro Limited	No. 63	Micron Technology Inc
No. 22	Something Big Limited	No. 43	PEN Partnership	No. 64	hedgehog lab
No. 23	Anthemis Group	No. 44	esynergy	No. 65	Wooshii
No. 24	Happy	No. 45	ViewSonic	No. 66	Algolia
No. 25	Few & Far	No. 46	Mayer Environmental	No. 67	Operis
No. 26	Acumen Commercial Insights	No. 47	Circle		

Great Place To Work®

About Great Place to Work®



Employee Surveys



Certification



Best Workplaces™



Consulting

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