

# 4 Parameters Benchmarked (vs. Total Data Set and within WACL Organisations)

- Median Pay Gap (FTE Equivalent)
- Median Bonus Gap
- % of Women Receiving a Bonus
- % of Women in Top Quartile (25% of Organisation)

# Reporting Has Fallen Dramatically

Number of companies who reported their GPG data		
Year last reported	Number of WACL Members	All companies (National Level)
2020/21	2	327
2019/20	52	5,970
2018/19	40	10,840

# Ranked 93 WACL Organisations On All 4 Parameters

## THE TOP 10:

RANK	ORGANISATION NAME	(1)	(2)	(3)	(4)	AV
1	MARS FOOD UK LIMITED	1	2	12	23	9.5
2	DIAGEO GREAT BRITAIN LIMITED*	3	7	25	25	15
3	CHARTERED MANAGEMENT INSTITUTE**	32	10	4	19	16.3
4	UNILEVER UK LIMITED*	8	1	13	58	20
5	MARS PETCARE UK	17	24	7	44	23
6	DOMINO'S PIZZA UK & IRELAND LIMITED*	2	9	17	66	23.5
7	MEDIACOM HOLDINGS LIMITED	24	10	28	33	23.8
8	THE GIRLS DAY SCHOOL TRUST	9	4	87	5	26.3
9	MCCANN HEALTH MEDICAL COMMUNICATIONS LIMITED*	41	29	30	9	27.3
10	UKTV MEDIA LIMITED*	54	34	5	16	27.3

(1) – Ranking in Difference in Median Hourly Pay

(2) – Ranking in Difference in Median Bonus Pay

(3) – Ranking in % Females Receiving Bonus Pay

(4) – Ranking in % Females in Top Quartile in Median Hourly Pay

Note: Companies ending with (\*\*) last reported their GPG data in 2020-21  
Companies ending with (\*) last reported their GPG data in 2019-20. Companies without (\*) last reported their GPG data in 2018-19

# WACL GPG vs. National gov.co.uk Average

Table 2: WACL Averages

GPG Metric	WACL Average	National Average	Lower/Higher the better
Difference in Median Hourly Pay	14	12	Lower
Difference in Median Bonus Pay	24	6	Lower
% of Females receiving Bonus Pay	58	35	Higher
% of Females in the Top Quartile	41	40	Higher

WACL Members **underperforming** in case of Difference in Median Hourly and Bonus Pay

WACL Members **overperforming** in case of % Females receiving Bonus Pay and in Top Quartile