METHODOLOGY

UK's Best Employers 2026

Aim, data, evaluation and result

statista in collaboration with FT FINANCIAL TIMES

For the second time, the Financial Times and Statista have identified the best employers in the United Kingdom

Key points of the ranking

Relevance of the ranking

The **UK continues to face substantial labour shortages**: a persistent challenge driven by the long-term impacts of COVID-19, Brexit, and structural issues such as skills mismatches, an ageing workforce, and rising economic inactivity. Currently, 13% of the UK workforce is affected by significant gaps in essential employment skills. Projections suggest that this proportion could increase to 22% by 2035(1).

To address the skills mismatch, companies should focus on **enhancing the appeal of their workplaces** to both current and prospective employees.

Executive Summary

- **Ranking title:** UK's Best Employers 2026
- **Media:** Financial Times
- **Edition:** 2nd edition
- **Number of awarded companies:** 500
- **Methodology:** Survey
- **Criteria for determining ranking placement***:* personal recommendation from employees and public perception from other employees within the industry

(1) https://www.edge.co.uk/documents/546/DD1660_-_Skills_shortages_bulletin_summary_2025_FINAL.pdf

The UK's Best Employers highlights companies that demonstrate a strong commitment to creating positive and inspiring workplaces

Ranking's cornerstones

Summary

The UK's Best Employers 2026 have been identified in an independent survey from a vast sample of British employees working for companies employing **at least 250 people** within UK.

The survey was conducted using **open survey on ft.com** and **several online access panels**, providing a representative samples of the workforce employed by large organizations in each country. The employees have not been consulted via their employers but **anonymously** through several online panels. By doing so, the employee could openly state their opinion, avoiding any influence from their employer**.** Each respondent was asked which firm or institution he or she works for in an open-ended question and with an autofill option. The survey was conducted based around companies **from all sectors** with more than 250 employees in the UK. In total, the survey took an average of 8-10 minutes to complete. Over **400,000 employer evaluations** covering the current and previous year were considered.

The final score is based on two types of evaluations: **personal recommendation** (the willingness of employees to recommend their employer) and **public recommendation** (the willingness of employees to recommend other employers from the industry in which they are currently employed), with a higher weighting for direct recommendation.

The **500 companies** receiving the highest total scores are awarded as "UK's Best Employers 2026."

statista

The UK's Best Employers follows the following approach

Data-based results

Data Gathering

The Survey is programmed and responses are gathered. Incoming data is cleaned and prepared for analysis

Additional Research

Organizations are researched to verify that they fit the project's scope. Data is gathered via **publicly available company information**

Analysis

The prepared data is analyzed with a proven scoring model to create a ranking of the **highest rated employer brands**. Further evaluation is made on demographic and industry levels to gather insights into the european labor market

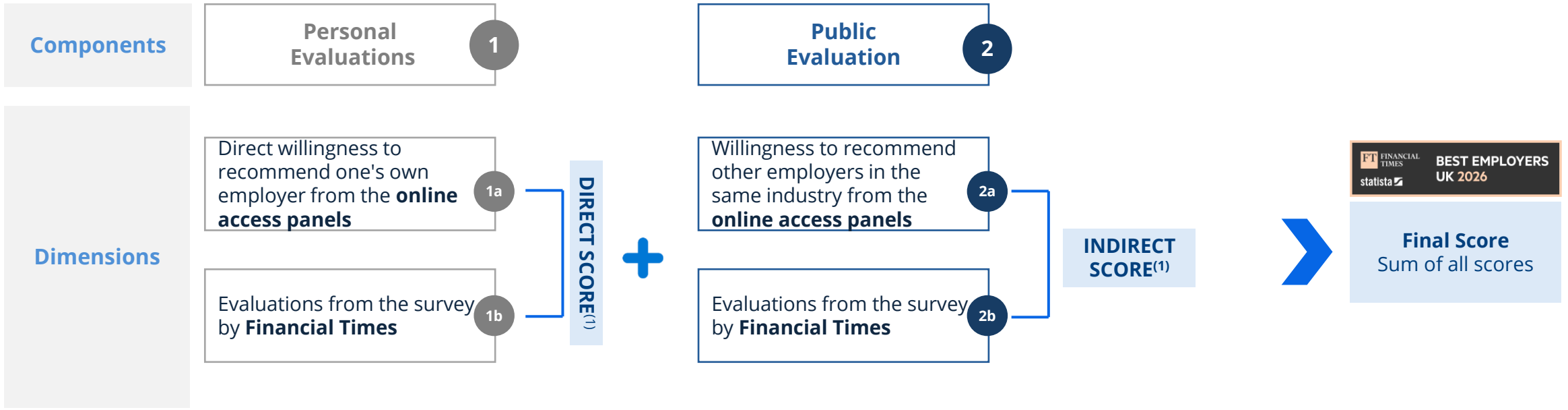
Publication

The final ranking is published by Financial Times which shows the best **500 UK's Best Employers**

statista

The score is based on two components:**1) Personal recommendations and 2) Public recommendations**

Scoring Modell



To ensure continuity in assessing employer reputation, data from the previous year is included in the calculation with a lower weighting.

(1) The direct score carries higher weight than the indirect score in the final evaluation.

Overview of industries

Each company grouped by industry

1. Aerospace & Defense
2. Agriculture
3. Automotive (Automotive and Suppliers)
4. Banking & Financial Services
5. Business Services & Supplies
6. Clothing, Shoes, Sports Equipment
7. Construction, Oil & Gas Operations, Mining and Chemicals
8. Drugs & Biotechnology
9. Education
10. Engineering, Manufacturing
11. Food, Soft Beverages, Alcohol & Tobacco
12. Government Services
13. Health Care Equipment & Services
14. Healthcare & Social
15. Insurance
16. IT, Internet, Software & Services
17. Media & Advertising
18. Packaged Goods
19. Professional Services
20. Real Estate
21. Restaurants
22. Retail & Wholesale
23. Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
24. Telecommunications Services, Cable Supplier
25. Transportation & Logistics
26. Travel & Leisure
27. Utilities

statista