



Funeral Partners

Funeral Partners Limited
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Gender Pay Gap Report

Equality Act (Gender Pay Gap Reporting) Regulations 2017.

Organisation name: Funeral Partners Ltd

Date of report: 1st October 2021

Relevant period: From 06.04.19 to 05.04.20

Snapshot date: 05.04.20

Funeral Partners are the UK's third largest funeral services business and manage over 200 funeral homes across the country, all of which have kept their original company names and employ over 700 people as of April 2021.

This is the fourth occasion which the business has reported formally on gender pay levels.

The report is based on a workforce of 727, 401 male and 326 female at the report snapshot date of 05.04.20.

We highlight in this report, our key perspectives and observations in terms of the Company's gender pay gaps, and any notable changes versus the position reported last year.

Organisation/Company statement

Our pay structures mean that we have minimal gender pay gaps within the Company. We endeavour to reward people fairly and consistently within our processes and reward structure. We are encouraged by the result, which we see as a reflection of the focus the business has applied to its' reward framework.



Registered Office:
80 Mount Street, Nottingham NG1 6HH
Company No. 6276941
VAT No. 912765715

At the snapshot date of 05.04.2020, the mean gender pay gap has reduced from the previous year's snapshot date, 05.04.19. The gender gap is driven by a role within the business that has a requirement for out of hours working and overtime, and therefore increases the average pay for males as there are a higher proportion of men in this role than females. During 2019 we acquired a business with approximately 100 employees in Northern Ireland, which has reduced the pay gap between male and female. In addition, we have recruited more females into a role that is usually more predominantly fulfilled by males.

During the period, there were a higher proportion of females who received a bonus payment which has increased from 2019. This is due to a role that is predominantly fulfilled by females being able to earn a bonus for fulfilling part of their role in addition to the companywide bonus scheme. These bonuses were typically lower in value than the average ("mean") bonus paid to females in the previous year. Thus, while the average bonus level for males in 2020 was also lower than the prior year, it reduced to a lesser extent than it did for females, thus increasing the mean bonus gender pay gap.

The male bonus levels are also significantly distorted by as separate bonus scheme of high values for a team of 4 people who are all male.

The percentage of male and females in the quartile bands remain of a similar proportion apart from the lower quartile which was most notably impacted in terms of employee mix by the acquisitions of 100 people in Northern Ireland.

Differences in hourly pay

Difference between the **mean hourly rate of pay** between male and female employees as at 05.04.20: **10.6%** (05.04.18: 11.1%)

Difference between the **median hourly rate of pay** between male and female employees as at 05.04.20: **0.6%** (05.04.18: 2.9%)

Differences in bonus pay

Difference between the **mean bonus pay** paid to male employees and that paid to female employees in the 12-month period ending on 05.04.20: **56.8%** (05.04.19: 11.4%)

Difference between the **median bonus pay** paid to male employees and that paid to female employees in the 12-month period ending on 05.04.20: **-78.8%** (05.04.19: -93.3%)

Proportions of male and female employees **who were paid bonus pay** for the 12-month period ending on 05.04.20 compared with 05.04.19:

Gender	Percentage who received bonus 05.04.20	Percentage who received bonus 05.04.19
Male	28.4%	49.7%
Female	75.2%	73.3%



Quartile bands

Proportions of male and female employees who were in the **lower, lower middle, upper middle and upper quartile pay bands** as at 05.04.20 compared with 05.04.19:

Quartile	Men 05.04.20	Men 05.04.19	Women 05.04.20	Women 05.04.19
Lower	70.7%	62.6%	29.3%	37.4%
Lower middle	35.7%	40.4%	64.3%	59.6%
Upper middle	48.9%	45.6%	51.1%	54.4%
Upper	65.4%	64.7%	34.6%	35.3%

Declaration

I confirm that the information contained within this report is accurate.

Signed:



Date: 5th October 2021

Name: Andrew Fraser

Position: Chief Financial Officer

