

Gender Pay Gap Report Template

Equality Act (Gender Pay Gap Reporting) Regulations 2017.

Organisation name: Funeral Partners Ltd

Date of report: 8th April 2022

Relevant period: From 06.04.20 to 05.04.21

Snapshot date: 05.04.21

Funeral Partners are the UK's third largest funeral services business and manage over 220 funeral homes across the country, the majority of which have typically kept their original company names following acquisition by the Funeral Partners Group.

This is the fifth occasion which the business has reported formally on gender pay levels. The report is based on a workforce (being full-pay relevant employees) of 796, 423 male and 373 female at the report snapshot date of 05.04.21, being an increase in the size of the workforce compared to the previous Gender Pay Gap report for the business. This is a reflection of the impact upon workforce levels which acquisitions completed in the 12-month period since the previous snapshot date have had.

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 generally encouraged by the results, which we see as a reflection of the focus the business has applied to its' reward framework.

At the snapshot date of 05.04.2021, the mean gender pay gap has widened slightly from the previous year's snapshot date, 05.04.2020. The gender gap is driven by a role within the business, more typically filled by males, which has a requirement for out of hours working for which additional allowances are paid. As such this increases the average pay for males relative to females across the wider business. This slight increase in the gender pay gap year on year, is linked to a number of factors, including the relative position of pay levels in acquired businesses versus those in the existing Funeral Partners Group.

In the year the business was subjected to a significant increase in workload due to the Covid-19 pandemic and an increase in pressure to its employees. Therefore, the business paid a large number of bonuses in the form of appreciation payments and performance related sums, in recognition of the impact which these high levels of activity throughout the year had upon most team members. It should be noted that the Mean Male bonus levels are significantly distorted by a separate bonus scheme of high values for a team of 4 people all of whom are male. This impact is evident by the extent of the differential between the mean gap and median gap with regards to bonus payments.

Differences in hourly pay

Difference between the **mean hourly rate of pay** between male and female employees as at 05.04.21: **12.7 %** (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 05.04.21: **4.4%** (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 05.04.21: **21.7%** (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 05.04.21: **-28.3%** (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 05.04.21 compared with 05.04.20 and 05.04.19:

Gender	Percentage who received bonus 05.04.21	Percentage who received bonus 05.04.20	Percentage who received bonus 05.04.19
Male	77.8%	28.4%	49.7%
Female	83.3%	75.2%	73.3%

There was a particularly large increase in the proportion of male employees who received a bonus in the period, in light of the pandemic related bonuses which were paid. This increase reduced the male mean bonus payment level. This was by virtue of diluting the impact of the bonuses paid to 4 male team members who are included in a separate bonus scheme compared to the rest of the business, due to the specific nature of their roles.



Quartile bands

Proportions of male and female employees who were in the **lower, lower middle, upper middle and upper quartile pay bands** as at 05.04.21 compared with 05.04.20 and 05.04.19:

Quartile	Men 05.04.21	Men 05.04.20	Men 05.04.19	Women 05.04.21	Women 05.04.20	Women 05.04.19
Lower	60.1%	70.7%	62.6%	39.9%	29.3%	37.4%
Lower middle	38.7%	35.7%	40.4%	61.3%	64.3%	59.6%
Upper middle	49.7%	48.9%	45.6%	50.3%	51.1%	54.4%
Upper	64.3%	65.4%	64.7%	35.7%	34.6%	35.3%

Declaration

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

Signed:



Date: 8th April 2022

Name: Andrew Fraser

Position: Chief Financial Officer

