



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: 8th July 2020

Relevant period: From 06.04.18 to 05.04.19

Snapshot date: 05.04.19

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 600 people as of April 2020.

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

The report is based on a workforce of 680, 362 male and 318 female at the report snapshot date of 05.04.19.

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 05.04.2019, the gender pay gap remains very similar to the previous year's snapshot date, 05.04.18. The gender gap is driven by a role 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 the period, there were a higher number of females who received a bonus, which was a reflection of a legacy scheme that was in place for more junior level operational roles which are filled by a higher proportion of females than males. These bonuses were relatively low in value. This position was then offset by females in management roles receiving a higher value bonus and a higher value discretionary bonus (including one paid to a female following the acquisition of a new business). The result of these factors was that there was a gender gap, with median bonus pay being notably higher for female employees, as well as a higher proportion of female employees who actually received a bonus.

Differences in hourly pay

Difference between the **mean hourly rate of pay** between male and female employees as at 05.04.19: **11.1%** (05.04.18: 11.2%)

Difference between the **median hourly rate of pay** between male and female employees as at 05.04.19: **2.9%** (05.04.18: 2.3%)

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 05.04.19: **11.4%** (05.04.18: 27.7%)

Difference between the **median bonus pay** paid to male employees and that paid to female employees in the 12-month period ending on 05.04.19: **-93.3%** (05.04.18: 40.9%).

The notable variation in the mean and median bonus pay positions in 2019, is linked to the number of females receiving bonuses increasing year on year, and at a higher average ("mean") level, combined with more males receiving bonuses year on year, but at levels notably below the average of the previous year. This has resulted in a large reduction in the median bonus pay position for males in 2019.

Proportions of male and female employees **who were paid bonus pay** for the 12-month period ending on 05.04.19 compared with 05.04.18:

Gender	Percentage who received bonus 05.04.19	Percentage who received bonus 05.04.18
Male	49.7%	37.3%
Female	73.3%	61.5%



Quartile bands

Proportions of male and female employees who were in the **lower, lower middle, upper middle and upper quartile pay bands** as at 05.04.19 compared with 05.04.18:

Quartile	Men 05.04.19	Men 05.04.18	Women 05.04.19	Women 05.04.18
Lower	62.6%	59.9%	37.4%	40.1%
Lower middle	40.4%	40.8%	59.6%	59.2%
Upper middle	45.6%	48.4%	54.4%	51.6%
Upper	64.7%	61.3%	35.3%	38.7%

Declaration

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

Signed:



Date: 5th October 2021

Name: Andrew Fraser

Position: Chief Financial Officer

