

Dignity - Gender Pay Gap Report - April 2018

This report sets out the information that Dignity is required to publish in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Summary

Dignity is committed to the principle of equal opportunities and equal treatment for all employees regardless of any protected characteristics including sex. Although gender pay gaps have been identified within the organisation, these are driven by having a higher proportion of men than women in senior high paid roles, rather than men and women being paid differently for the same or equivalent work. Our industry is historically male dominated and this is reflected by the figures below. However, we are committed to reducing these gaps by building a more diverse and inclusive workforce.

Dignity has two separate entities – Dignity Funerals Limited and Dignity Funerals No.3 Limited. The latter consists of funeral businesses that Dignity has recently acquired and the employees are in junior or operational roles. As legally required, we have reported the gender pay metrics for both entities below but have also shown a consolidated position for Dignity as this provides a more accurate representation of the gender pay profile for the whole organisation.

Consolidated Gender Pay Metrics for Dignity

Mean and Median Pay and Bonus Gaps		
	Mean	Median
Gender Pay Gap	43.5%	7.4%
Gender Bonus Gap	75.6%	26.3%

Proportion of employees receiving a bonus	
Men	53.9%
Women	75.7%

Proportion of men and women in each pay quartile band*		
Pay Quartile	Male	Female
Upper	67.3%	32.7%
Upper Middle	56.3%	43.7%
Lower Middle	48.6%	51.4%
Lower	55.1%	44.9%

* This shows the proportion of male and female employees in four quartile hourly rate pay bands ranked from the highest hourly rate to the lowest hourly rate.

Gender Pay and Bonus Gaps Explained

The gender pay and bonus gaps show the difference between the mean (average) and median (mid-point) pay and bonuses of male and female employees expressed as a percentage of men's earnings.

This is different to equal pay which refers to when men and women receive equal pay for performing the same or similar work.

At Dignity, we have a mean gender pay gap of 43.5% and a median gender pay gap of 7.4%. The median gender pay gap is less than the current national median of 18.4%.

The mean bonus gap is 75.6% and the median bonus gap is 26.3%. A higher proportion of women (75.7%) receive a bonus than men (53.9%).

The gender distribution across the pay quartiles in Dignity indicates that 43.4% of the workforce is female and that there are more men than women in senior roles.

Although we have a gender pay gap when we compare the overall pay and bonuses for men and women, our gender pay gap is largely attributable to the lack of female representation at the more senior levels of the organisation, rather than an equal pay issue.

The bonus calculations above are based on the value of actual bonuses received rather than a full-time equivalent (as required by the legislation). Dignity is keen to support part-time working and the above figures do not take into account the large number of part-time employees in the workforce. It is important to take this into consideration when considering the mean and median bonus gaps. Although more women than men receive bonuses, Dignity is confident that its bonus eligibility criteria are fair and consistently applied.

Addressing the Gaps

Dignity is committed to building a more diverse and inclusive workforce and reducing its gender pay gap. For example:

- We already have a large part-time workforce and continue to support flexible working where possible throughout the organisation, subject to business requirements;
- We are committed to improving opportunities for progression and development for all employees regardless of gender;
- We have gender neutral practices in our recruitment including ensuring job adverts have gender neutral language and we select from diverse candidate shortlists;
- During 2018, we intend to provide training on diversity and inclusion to alleviate any possible unconscious bias during the recruitment process.

Information Required to be Disclosed

Dignity Funerals Limited

Mean and Median Pay and Bonus Gaps		
	Mean	Median
Gender Pay Gap	45.5%	7.9%
Gender Bonus Gap	75.6%	26.2%

Proportion of employees receiving a bonus	
Men	58.1%
Women	80.1%

Proportion of men and women in each pay quartile band		
Pay Quartile	Male	Female
Upper	67.1%	32.9%
Upper Middle	56.0%	44.0%
Lower Middle	48.1%	51.9%
Lower	54.1%	45.9%

Dignity Funerals No. 3 Limited

Mean and Median Pay and Bonus Gaps		
	Mean	Median
Gender Pay Gap	1.5%	1.2%
Gender Bonus Gap	18.6%	3.8%

Proportion of employees receiving a bonus	
Men	3.4%
Women	7.5%

Proportion of men and women in each pay quartile band		
Pay Quartile	Male	Female
Upper	69.6%	30.4%
Upper Middle	58.6%	41.4%
Lower Middle	59.4%	40.6%
Lower	64.3%	35.7%

I confirm the data in this report is accurate:

Richard Portman
Corporate Services Director