

Modality Gender Pay Reporting (as at 31st March 2023)

At the legislative 'snapshot' payroll date of 31st March 2023, the Modality Partnership had 1500 staff working within our service made up of 1324 female and 176 male staff. Our workforce remains predominantly female and shows little change to last year (88.3% female compared to 11.7% male). Our mean gender pay gap was calculated at 27.2% and our median gap as 39.8% in terms of the average male salaries being higher than female within the workforce.

Pay rates at Modality are based on the nature of the role regardless of whether a male or female is successful in securing the post. The changes in average salaries are largely driven by changes in the number and percentage of males within our workforce in the upper and lower quartiles. The upper quartile is predominantly our salaried GP workforce and the proportion of female employees remains over 75% (over three quarters of our highest paid employees are female), with a slight decrease in the proportion of males from the previous year. The lower quartile is predominantly our GP receptionist workforce and is 92.5% female. The proportion of males has increased in comparison to the previous year.

31 March 2023

Row Labels	Female	Male	Grand Total
LOWER	347	28	375
LOWER MIDDLE	350	25	375
UPPER MIDDLE	331	44	375
UPPER	296	79	375
Grand Total	1324	176	1500

	Count			Percentage		
	F	M	Total	F	M	Grand Total
LOWER	347	28	375	92.5%	7.5%	100.0%
LOWER MIDDLE	350	25	375	93.3%	6.7%	100.0%
UPPER MIDDLE	331	44	375	88.3%	11.7%	100.0%
UPPER	296	79	375	78.9%	21.1%	100.0%
Total	1324	176	1500	88.3%	11.7%	100.0%

Approved by Vincent Sai, Modality Group CEO on behalf of the National Board (28 March 2024)