

### Modality Gender Pay Reporting (as at 31<sup>st</sup> March 2024)

At the legislative 'snapshot' payroll date of 31st March 2024, the Modality Partnership had 1,432 staff working within our service made up of 1,260 female and 172 male staff. Our workforce remains predominantly female and shows little change to last year (88.0% female compared to 12.0% male). Our mean gender pay gap was calculated at 30.3% and our median gap as 46.8% 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 increase in the proportion of males from the previous year. The lower quartile is predominantly our GP receptionist workforce and is 93.3% female. The proportion of males has decreased in comparison to the previous year.

#### 31 March 2024

| Row Labels         | Female      | Male       | Grand Total | Count       |            |             | Percentage   |              |               |
|--------------------|-------------|------------|-------------|-------------|------------|-------------|--------------|--------------|---------------|
|                    |             |            |             | F           | M          | Total       | F            | M            | Grand Total   |
| LOWER              | 334         | 24         | 358         | 334         | 24         | 358         | 93.3%        | 6.7%         | 100.0%        |
| LOWER MIDDLE       | 335         | 23         | 358         | 335         | 23         | 358         | 93.6%        | 6.4%         | 100.0%        |
| UPPER MIDDLE       | 316         | 42         | 358         | 316         | 42         | 358         | 88.3%        | 11.7%        | 100.0%        |
| UPPER              | 275         | 83         | 358         | 275         | 83         | 358         | 76.8%        | 23.2%        | 100.0%        |
| <b>Grand Total</b> | <b>1260</b> | <b>172</b> | <b>1432</b> | <b>1260</b> | <b>172</b> | <b>1432</b> | <b>88.0%</b> | <b>12.0%</b> | <b>100.0%</b> |

Approved by Vincent Sai, Modality Group CEO on behalf of the National Board (12 March 2025)