

## Appendix B1 Summary of gender pay gap and grade (basic pay)

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay						Median basic pay					
	Female	Male	Total	Female	Male	Female	Male	Female	Female standard deviation	Male	Male standard deviation	Total	Pay gap (%)	Female	Female inter-quartile range	Male	Male inter-quartile range	Total	Pay gap (%)
1	282	193	475	59.4%	40.6%	20.2%	16.6%	£14,305	£818	£14,439	£682	£14,360	0.9%	£14,550	£694	£14,550	£380	£14,550	0.0%
2	184	147	331	55.6%	44.4%	12.5%	4.8%	£17,098	£1,227	£16,893	£838	£17,007	-1.2%	£17,111	£1,445	£17,111	£1,445	£17,111	0.0%
3	424	213	637	66.6%	33.4%	11.6%	6.6%	£19,703	£1,185	£19,699	£1,058	£19,702	0.0%	£19,743	£1,684	£19,743	£1,684	£19,743	0.0%
4	652	265	917	71.1%	28.9%	16.3%	34.0%	£23,070	£1,242	£23,289	£1,523	£23,133	1.0%	£23,566	£1,354	£23,566	£2,061	£23,566	0.0%
5	721	450	1,171	61.6%	38.4%	20.8%	32.9%	£26,053	£1,637	£26,495	£1,793	£26,223	1.7%	£26,523	£1,522	£26,523	£2,318	£26,523	0.0%
6	193	161	354	54.5%	45.5%	31.6%	38.5%	£29,861	£2,302	£30,213	£2,458	£30,022	1.2%	£29,853	£2,608	£29,853	£1,764	£29,853	0.0%
7	1,030	1,237	2,267	45.4%	54.6%	12.4%	10.8%	£32,624	£3,545	£32,442	£3,527	£32,525	-0.6%	£32,620	£6,446	£32,620	£6,663	£32,620	0.0%
8	192	189	381	50.4%	49.6%	13.5%	22.2%	£40,486	£4,162	£42,315	£3,482	£41,394	4.5%	£40,119	£7,125	£43,840	£3,721	£42,563	9.3%
9	429	709	1,138	37.7%	62.3%	13.5%	19.7%	£44,479	£3,804	£45,071	£3,799	£44,848	1.3%	£46,510	£5,187	£46,510	£3,947	£46,510	0.0%
10	138	257	395	34.9%	65.1%	20.3%	14.0%	£52,592	£1,850	£52,408	£1,649	£52,473	-0.3%	£52,347	£0	£52,347	£0	£52,347	0.0%
11	63	241	304	20.7%	79.3%	*	*	£56,169	£1,930	£56,038	£1,694	£56,065	-0.2%	£55,535	£0	£55,535	£0	£55,535	0.0%
12	85	490	575	14.8%	85.2%	*	*	£76,760	£14,018	£78,933	£15,063	£78,612	2.8%	£70,350	£19,624	£76,873	£22,143	£74,634	9.3%
<b>Total</b>	<b>4,393</b>	<b>4,552</b>	<b>8,945</b>	<b>49.1%</b>	<b>50.9%</b>	<b>19.0%</b>	<b>31.5%</b>	<b>£30,253</b>	<b>£12,161</b>	<b>£39,139</b>	<b>£18,385</b>	<b>£34,775</b>	<b>29.4%</b>	<b>£27,319</b>	<b>£12,767</b>	<b>£35,646</b>	<b>£19,191</b>	<b>£29,853</b>	<b>30.5%</b>

\* all points on these grades are discretionary