

## Appendix B: Summary of gender pay gap and grade

Grade	POPULATION					Contribution Points		Female average stipend	Male average stipend	% Diff.	Total for Grade average stipend	St. Dev. Female	St. Dev. Male
	F	M	F %	M%	Total	F %	M %						
1	283	205	57.99%	42.01%	488	20.14%	17.56%	£13,543	£13,630	0.64%	£13,580	£827	£725
2	187	145	56.33%	43.67%	332	21.39%	8.97%	£15,960	£15,609	-2.20%	£15,806	£1,213	£848
3	444	203	68.62%	31.38%	647	25.00%	15.76%	£18,475	£18,336	-0.75%	£18,432	£1,253	£1,000
4	646	262	71.15%	28.85%	908	29.26%	47.71%	£21,442	£21,994	2.57%	£21,601	£1,357	£1,628
5	597	448	57.13%	42.87%	1,045	26.13%	36.38%	£24,597	£25,089	2.00%	£24,808	£1,698	£1,756
6	183	164	52.74%	47.26%	347	31.15%	41.46%	£28,465	£28,602	0.48%	£28,530	£3,143	£2,699
7	943	1,158	44.88%	55.12%	2,101	14.10%	11.49%	£30,879	£30,734	-0.47%	£30,799	£3,464	£3,414
8	147	191	43.49%	56.51%	338	12.93%	23.04%	£38,507	£39,563	2.74%	£39,104	£3,917	£3,754
9	438	697	38.59%	61.41%	1,135	14.38%	14.92%	£41,905	£42,522	1.47%	£42,284	£4,052	£3,755
10	124	249	33.24%	66.76%	373	19.35%	16.47%	£50,035	£50,138	0.20%	£50,104	£1,755	£2,511
11	56	230	19.58%	80.42%	286	*	*	£53,982	£53,391	-1.09%	£53,507	£3,698	£2,291
12	71	468	13.17%	86.83%	539	*	*	£73,547	£77,374	5.20%	£76,870	£11,654	£17,202
<b>Total</b>	<b>4,119</b>	<b>4,420</b>	<b>48.24%</b>	<b>51.76%</b>	<b>8,539</b>	<b>22.08%</b>	<b>32.96%</b>	<b>£28,247</b>	<b>£37,157</b>	<b>31.54%</b>	<b>£32,859</b>	<b>£11,581</b>	<b>£18,358</b>

Stipend includes market supplements and other pensionable and non pensionable payments

\* all points on these grades are discretionary

**Appendix C: Summary of gender pay effect within occupational categories**

	OVERALL GENDER SPLIT					AVERAGE STIPEND					
	Female	Male	% Female	% Male	Total	Female average stipend	Male average stipend	% Diff.	Total for Grade average stipend	St. Dev. Female	St. Dev. Male
Academic (grades 5–12)	411	1,126	26.74%	73.26%	1,537	£47,353	£58,141	22.78%	£55,256	£14,244	£18,342
Academic-related (grades 5–12)	596	637	48.34%	51.66%	1,233	£38,338	£42,073	9.74%	£40,267	£8,602	£13,103
Assistant CS (grades 1–7)	1,354	227	85.64%	14.36%	1,581	£20,857	£20,401	–2.18%	£20,791	£3,820	£4,312
Assistant M (grades 1–7)	269	346	43.74%	56.26%	615	£14,499	£15,591	7.53%	£15,113	£2,278	£2,522
Assistant T (grades 1–8)	415	695	37.39%	62.61%	1,110	£22,061	£24,245	9.90%	£23,428	£4,572	£4,941
Non Clinical Researcher (grades 5–12)	1,074	1,389	43.61%	56.39%	2,463	£30,486	£32,462	6.48%	£31,600	£5,990	£8,312
<b>Total</b>	<b>4,119</b>	<b>4,420</b>	<b>48.24%</b>	<b>51.76%</b>	<b>8,539</b>	<b>£28,247</b>	<b>£37,157</b>	<b>31.54%</b>	<b>£32,859</b>	<b>£11,581</b>	<b>£18,358</b>

Appendix C1: Summary of gender pay effect within occupational categories – Assistant CS

BASIC Grade	OVERALL GENDER SPLIT					ALL STAFF AVERAGE STIPEND					
	Female	Male	% Female	% Male	Total	Female average stipend	Male average stipend	% Diff.	Total for average stipend	St. Dev. Female	St. Dev. Male
1	50	18	73.53%	26.47%	68	£12,777	£12,897	0.95%	£12,809	£484	£842
2	128	31	80.50%	19.50%	159	£16,038	£15,800	-1.49%	£15,992	£1,363	£1,100
3	353	50	87.59%	12.41%	403	£18,545	£18,464	-0.43%	£18,535	£1,301	£1,377
4	499	59	89.43%	10.57%	558	£21,399	£20,936	-2.16%	£21,350	£1,274	£1,193
5	232	53	81.40%	18.60%	285	£24,767	£24,663	-0.42%	£24,748	£1,784	£1,905
6	78	12	86.67%	13.33%	90	£27,740	£27,045	-2.51%	£27,648	£3,008	£1,722
7	14	4	77.78%	22.22%	18	£29,598	£29,744	0.49%	£29,630	£2,436	£3,685
<b>Totals</b>	<b>1,354</b>	<b>227</b>	<b>85.64%</b>	<b>14.36%</b>	<b>1,581</b>	<b>£20,857</b>	<b>£20,401</b>	<b>-2.18%</b>	<b>£20,791</b>	<b>£3,820</b>	<b>£4,312</b>

Appendix C2: Summary of gender pay effect within occupational categories – Assistant M

BASIC Grade	OVERALL GENDER SPLIT					ALL STAFF AVERAGE STIPEND					
	Female	Male	% Female	% Male	Total	Female average stipend	Male average stipend	% Diff.	Total for average stipend	St. Dev. Female	St. Dev. Male
1	219	179	55.03%	44.97%	398	£13,688	£13,717	0.21%	£13,701	£781	£673
2	25	70	26.32%	73.68%	95	£15,780	£15,647	-0.85%	£15,682	£768	£621
3	12	77	13.48%	86.52%	89	£18,329	£18,231	-0.54%	£18,244	£779	£623
4	10	16	38.46%	61.54%	26	£20,777	£21,324	2.63%	£21,114	£1,349	£1,029
5	1	3	25.00%	75.00%	4	£23,692	£23,476	-0.91%	£23,530	–	£1,052
6	1	0	100.00%	0.00%	1	£28,290	–	–	£28,290	–	–
7	1	1	50.00%	50.00%	2	£28,290	£28,290	0.00%	£28,290	–	–
<b>Totals</b>	<b>269</b>	<b>346</b>	<b>43.74%</b>	<b>56.26%</b>	<b>615</b>	<b>£14,499</b>	<b>£15,591</b>	<b>7.53%</b>	<b>£15,113</b>	<b>£2,278</b>	<b>£2,522</b>

Appendix C3: Summary of gender pay effect within occupational categories – Assistant T

BASIC Grade	OVERALL GENDER SPLIT					ALL STAFF AVERAGE STIPEND					
	Female	Male	% Female	% Male	Total	Female average stipend	Male average stipend	% Diff.	Total for average stipend	St. Dev. Female	St. Dev. Male
1	14	8	63.64%	36.36%	22	£14,006	£13,332	-4.81%	£13,761	£934	£638
2	34	44	43.59%	56.41%	78	£15,796	£15,413	-2.42%	£15,580	£797	£936
3	79	76	50.97%	49.03%	155	£18,187	£18,357	0.94%	£18,271	£1,043	£1,019
4	137	187	42.28%	57.72%	324	£21,649	£22,385	3.40%	£22,074	£1,608	£1,625
5	98	225	30.34%	69.66%	323	£24,958	£25,682	2.90%	£25,463	£1,737	£1,634
6	33	91	26.61%	73.39%	124	£27,765	£28,145	1.37%	£28,044	£1,432	£1,882
7	17	44	27.87%	72.13%	61	£32,640	£32,596	-0.13%	£32,608	£2,921	£2,221
8	3	20	13.04%	86.96%	23	£34,051	£35,504	4.27%	£35,314	£2,118	£2,072
Totals	415	695	37.39%	62.61%	1,110	£22,061	£24,245	9.90%	£23,428	£4,572	£4,941

## Appendix C4: Summary of gender pay effect within occupational categories – Academic staff

BASIC Grade	OVERALL GENDER SPLIT					ALL STAFF AVERAGE STIPEND					
	Female	Male	% Female	% Male	Total	Female average stipend	Male average stipend	% Diff.	Total for average stipend	St. Dev. Female	St. Dev. Male
5*	4	0	100.00%	0.00%	4	£23,012	–	–	£23,012	£785	–
6*	0	0	–	–	0	–	–	–	–	–	–
7*	49	17	74.24%	25.76%	66	£28,954	£29,070	0.40%	£28,984	£1,638	£2,364
8*	2	3	40.00%	60.00%	5	£34,808	£36,368	4.48%	£35,744	£1,454	£4,483
9	171	293	36.85%	63.15%	464	£41,254	£41,842	1.43%	£41,625	£3,786	£3,279
10	82	188	30.37%	69.63%	270	£49,586	£49,595	0.02%	£49,592	£1,324	£2,300
11	42	197	17.57%	82.43%	239	£52,969	£53,106	0.26%	£53,082	£1,491	£1,702
12	61	428	12.47%	87.53%	489	£74,369	£76,678	3.10%	£76,390	£11,902	£16,357
<b>Totals</b>	<b>411</b>	<b>1,126</b>	<b>26.74%</b>	<b>73.26%</b>	<b>1,537</b>	<b>£47,353</b>	<b>£58,141</b>	<b>22.78%</b>	<b>£55,256</b>	<b>£14,244</b>	<b>£18,342</b>

\* Staff in these grades include Lectors, Teaching Associates, Senior Language Teaching Officers

Appendix C5: Summary of gender pay effect within occupational categories – Academic-related Staff

BASIC Grade	OVERALL GENDER SPLIT					ALL STAFF AVERAGE STIPEND					
	Female	Male	% Female	% Male	Total	Female average stipend	Male average stipend	% Diff.	Total for average stipend	St. Dev. Female	St. Dev. Male
5	14	9	60.87%	39.13%	23	£23,731	£25,071	5.65%	£24,255	£1,427	£2,422
6	71	61	53.79%	46.21%	132	£29,589	£29,589	0.00%	£29,589	£3,563	£3,484
7	180	143	55.73%	44.27%	323	£33,305	£33,921	1.85%	£33,578	£3,629	£3,447
8	141	165	46.08%	53.92%	306	£38,701	£40,194	3.86%	£39,506	£3,866	£3,553
9	127	155	45.04%	54.96%	282	£43,567	£44,549	2.25%	£44,107	£4,051	£3,318
10	42	56	42.86%	57.14%	98	£50,912	£51,929	2.00%	£51,493	£2,141	£2,470
11	14	25	35.90%	64.10%	39	£57,021	£55,798	-2.15%	£56,237	£6,131	£4,411
12	7	23	23.33%	76.67%	30	£70,684	£90,392	27.88%	£85,794	£9,913	£26,265
<b>Totals</b>	<b>596</b>	<b>637</b>	<b>48.34%</b>	<b>51.66%</b>	<b>1,233</b>	<b>£38,338</b>	<b>£42,073</b>	<b>9.74%</b>	<b>£40,267</b>	<b>£8,602</b>	<b>£13,103</b>

Appendix C6: Summary of gender pay effect within occupational categories – Non Clinical Researcher

BASIC Grade	OVERALL GENDER SPLIT					ALL STAFF AVERAGE STIPEND					
	Female	Male	% Female	% Male	Total	Female average stipend	Male average stipend	% Diff.	Total for average stipend	St. Dev. Female	St. Dev. Male
5	248	158	61.08%	38.92%	406	£24,374	£24,419	0.18%	£24,391	£1,568	£1,546
6	0	0	–	–	0	–	–	–	–	–	–
7	682	949	41.81%	58.19%	1,631	£30,363	£30,204	–0.52%	£30,271	£3,229	£3,170
8*	1	3	25.00%	75.00%	4	£31,840	£35,141	10.37%	£34,316	–	£602
9	140	249	35.99%	64.01%	389	£41,191	£42,060	2.11%	£41,748	£3,957	£4,093
10	0	5	0.00%	100.00%	5	–	£50,499	–	£50,499	–	£816
11	0	8	0.00%	100.00%	8	–	£52,903	–	£52,903	–	£778
12	3	17	15.00%	85.00%	20	£63,505	£77,297	21.72%	£75,229	£2,887	£17,092
<b>Totals</b>	<b>1,074</b>	<b>1,389</b>	<b>43.61%</b>	<b>56.39%</b>	<b>2,463</b>	<b>£30,486</b>	<b>£32,462</b>	<b>6.48%</b>	<b>£31,600</b>	<b>£5,990</b>	<b>£8,312</b>

\* Staff in grade 8 are Research Fellows