

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

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%	0%	4	£24,168	–	–	£24,168	–	–
6	0	0	–	–	0	–	–	–	–	–	–
7	29	12	71%	29%	41	£30,453	£29,688	-2.5%	£30,229	£1,740	£2,000
8	3	2	60%	40%	5	£36,281	£39,546	9.0%	£37,587	£3,359†	£5,765†
9	155	280	36%	64%	435	£43,610	£44,246	1.5%	£44,020	£3,438	£3,052
10	84	190	31%	69%	274	£51,658	£51,669	0.0%	£51,666	£1,004	£1,045
11	44	202	18%	82%	246	£55,260	£55,286	0.0%	£55,281	£352	£527
12	66	426	13%	87%	492	£75,947	£77,598	2.2%	£77,376	£11,661	£13,864
Totals	385	1,112	26%	74%	1,497	£50,991	£60,131	17.9%	£57,780	£14,161	£16,853

† Standard deviation may not be a useful measure where the number of Females and/or Males is less than 10