

Appendix C2: Summary of gender pay effect within occupational categories – Academic-related

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	14	50%	50%	28	£24,916	£25,980	4.3%	£25,448	£1,472	£2,235
6	66	57	54%	46%	123	£30,416	£30,957	1.8%	£30,667	£3,305	£3,578
7	206	162	56%	44%	368	£34,264	£35,105	2.5%	£34,634	£3,743	£3,737
8	167	174	49%	51%	341	£40,286	£42,308	5.0%	£41,318	£4,149	£3,553
9	131	156	46%	54%	287	£44,855	£46,741	4.2%	£45,880	£4,371	£3,703
10	56	60	48%	52%	116	£52,842	£53,653	1.5%	£53,262	£2,630	£2,479
11	13	26	33%	67%	39	£58,034	£58,366	0.6%	£58,256	£2,989	£3,003
12	8	32	20%	80%	40	£77,815	£90,752	16.6%	£88,164	£17,876 [†]	£21,845 [†]
Totals	661	681	49%	51%	1,342	£39,871	£44,213	10.9%	£42,074	£9,186	£13,950

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