

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

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	300	197	60%	40%	497	£14,166	£14,288	0.9%	£14,214	£844	£722
2	186	149	56%	44%	335	£16,857	£16,519	-2.0%	£16,707	£1,200	£837
3	436	220	66%	34%	656	£19,457	£19,303	-0.8%	£19,405	£1,140	£1,058
4	667	264	72%	28%	931	£22,697	£23,035	1.5%	£22,792	£1,287	£1,581
5	361	283	56%	44%	644	£26,331	£26,891	2.1%	£26,577	£1,591	£1,637
6	121	113	52%	48%	234	£29,370	£29,498	0.4%	£29,432	£1,693	£1,845
7	34	49	41%	59%	83	£33,132	£34,355	3.7%	£33,854	£2,632	£2,403
8	6	22	21%	79%	28	£39,391	£38,575	-2.1%	£38,750	£6,665 [†]	£2,494 [†]
Totals	2,111	1,297	62%	38%	3,408	£21,520	£22,420	4.2%	£21,863	£4,829	£6,031

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