

Appendix C4: Summary of gender pay effect within occupational categories – Non-clinical Researcher

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	285	163	64%	36%	448	£25,474	£25,503	0.1%	£25,485	£1,659	£1,480
6	0	0	–	–	0	–	–	–	–	–	–
7	755	981	43%	57%	1,736	£31,986	£31,720	–0.8%	£31,836	£3,405	£3,248
8	11	3	79%	21%	14	£37,112	£38,392	3.5%	£37,386	£2,698†	£1,323†
9	135	283	32%	68%	418	£43,480	£43,783	0.7%	£43,685	£3,986	£4,359
10	0	10	0%	100%	10	–	£52,882	–	£52,882	–	–
11	3	11	21%	79%	14	£55,259	£55,890	1.1%	£55,754	£0†	£2,091†
12	3	18	14%	86%	21	£70,183	£81,594	16.3%	£79,964	£6,218†	£16,916†
Totals	1,192	1,469	45%	55%	2,661	£31,933	£34,304	7.4%	£33,242	£6,349	£8,831

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