

***Appendix D1: Summary of gender pay effect within occupational categories (including additional payments) – Academic***

Grade	OVERALL GENDER SPLIT					ALL STAFF AVERAGE OF STIPENDS AND ADDITIONAL PAYMENTS					
	Female	Male	% Female	% Male	Total	Female average	Male average	% Diff.	Total for average	St. Dev. Female	St. Dev. Male
<b>5</b>	4	0	100%	0%	4	£24,168	–	–	£24,168	–	–
<b>6</b>	0	0	–	–	0	–	–	–	–	–	–
<b>7</b>	29	12	71%	29%	41	£30,456	£29,688	-2.5%	£30,231	£1,745	£2,000
<b>8</b>	3	2	60%	40%	5	£36,281	£39,546	9.0%	£37,587	£3,359 <sup>†</sup>	£5,765 <sup>†</sup>
<b>9</b>	155	280	36%	64%	435	£43,888	£44,546	1.5%	£44,312	£3,805	£3,478
<b>10</b>	84	190	31%	69%	274	£52,106	£52,419	0.6%	£52,323	£2,006	£3,189
<b>11</b>	44	202	18%	82%	246	£56,597	£55,840	-1.3%	£55,975	£5,649	£2,283
<b>12</b>	66	426	13%	87%	492	£78,657	£81,205	3.2%	£80,863	£14,110	£18,915
<b>Totals</b>	<b>385</b>	<b>1,112</b>	<b>26%</b>	<b>74%</b>	<b>1,497</b>	<b>£51,818</b>	<b>£61,817</b>	<b>19.3%</b>	<b>£59,246</b>	<b>£15,504</b>	<b>£19,889</b>

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