

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
5	4	0	100%	0%	4	£24,168	–	–	£24,168	–	–
6	0	0	–	–	0	–	–	–	–	–	–
7	29	12	71%	29%	41	£30,456	£29,688	-2.5%	£30,231	£1,745	£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	£43,888	£44,546	1.5%	£44,312	£3,805	£3,478
10	84	190	31%	69%	274	£52,106	£52,419	0.6%	£52,323	£2,006	£3,189
11	44	202	18%	82%	246	£56,597	£55,840	-1.3%	£55,975	£5,649	£2,283
12	66	426	13%	87%	492	£78,657	£81,205	3.2%	£80,863	£14,110	£18,915
Totals	385	1,112	26%	74%	1,497	£51,818	£61,817	19.3%	£59,246	£15,504	£19,889

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