

***Appendix D2: Summary of gender pay effect within occupational categories (including additional payments) – Academic-related***

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>	14	14	50%	50%	28	£24,916	£26,012	4.4%	£25,464	£1,472	£2,233
<b>6</b>	66	57	54%	46%	123	£30,558	£31,099	1.8%	£30,809	£3,485	£3,774
<b>7</b>	206	162	56%	44%	368	£34,397	£35,146	2.2%	£34,727	£3,877	£3,739
<b>8</b>	167	174	49%	51%	341	£40,474	£42,561	5.2%	£41,539	£4,354	£4,049
<b>9</b>	131	156	46%	54%	287	£45,061	£46,777	3.8%	£45,994	£4,585	£3,720
<b>10</b>	56	60	48%	52%	116	£53,216	£54,090	1.6%	£53,668	£3,185	£3,330
<b>11</b>	13	26	33%	67%	39	£58,835	£59,929	1.9%	£59,564	£3,423	£6,477
<b>12</b>	8	32	20%	80%	40	£77,840	£95,950	23.3%	£92,328	£17,931 <sup>†</sup>	£28,491 <sup>†</sup>
<b>Totals</b>	<b>661</b>	<b>681</b>	<b>49%</b>	<b>51%</b>	<b>1,342</b>	<b>£40,063</b>	<b>£44,651</b>	<b>11.5%</b>	<b>£42,391</b>	<b>£9,334</b>	<b>£15,436</b>

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