

***Appendix D4: Summary of gender pay effect within occupational categories (including additional payments) – Non-clinical Researcher***

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>	285	163	64%	36%	448	£25,475	£25,503	0.1%	£25,485	£1,660	£1,480
<b>6</b>	0	0	–	–	0	–	–	–	–	–	–
<b>7</b>	755	981	43%	57%	1,736	£32,153	£31,844	-1.0%	£31,978	£3,590	£3,422
<b>8</b>	11	3	79%	21%	14	£37,117	£38,392	3.4%	£37,390	£2,697 <sup>†</sup>	£1,323 <sup>†</sup>
<b>9</b>	135	283	32%	68%	418	£44,101	£43,987	-0.3%	£44,024	£4,780	£4,589
<b>10</b>	0	10	0%	100%	10	–	£54,028	–	£54,028	–	–
<b>11</b>	3	11	21%	79%	14	£75,291	£55,890	-25.8%	£60,047	£12,660 <sup>†</sup>	£2,091 <sup>†</sup>
<b>12</b>	3	18	14%	86%	21	£73,656	£82,745	12.3%	£81,446	£11,855 <sup>†</sup>	£17,410 <sup>†</sup>
<b>Totals</b>	<b>1,192</b>	<b>1,469</b>	<b>45%</b>	<b>55%</b>	<b>2,661</b>	<b>£32,168</b>	<b>£34,448</b>	<b>7.1%</b>	<b>£33,427</b>	<b>£6,933</b>	<b>£9,021</b>

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