

Appendix J: Summary of gender pay gap and grade (full-time staff v part-time staff)

Full-time	Grade	POPULATION					Contribution Points		Female Average stipend	Male Average stipend	% Diff.	Total for Grade Average stipend	St. Dev. Female	St. Dev. Male
		F	M	F %	M%	Total	F %	M %						
	1	75	86	47%	53%	161	16%	16%	£14,187	£14,347	1.1%	£14,272	£698	£663
	2	90	107	46%	54%	197	17%	10%	£16,548	£16,532	-0.1%	£16,539	£1,175	£814
	3	254	195	57%	43%	449	20%	15%	£19,398	£19,341	-0.3%	£19,373	£1,271	£1,065
	4	438	242	64%	36%	680	27%	44%	£22,620	£23,078	2.0%	£22,783	£1,329	£1,599
	5	493	412	54%	46%	905	24%	36%	£25,956	£26,454	1.9%	£26,183	£1,706	£1,717
	6	137	164	46%	54%	301	29%	39%	£29,556	£30,019	1.6%	£29,808	£2,245	£2,622
	7	791	1,119	41%	59%	1,910	11%	11%	£32,052	£32,226	0.5%	£32,154	£3,456	£3,498
	8	151	186	45%	55%	337	13%	21%	£39,907	£41,820	4.8%	£40,963	£4,334	£3,609
	9	345	671	34%	66%	1,016	13%	17%	£43,781	£44,543	1.7%	£44,284	£3,967	£3,945
	10	128	252	34%	66%	380	16%	16%	£52,045	£52,151	0.2%	£52,115	£1,817	£1,728
	11	50	234	18%	82%	284	*	*	£55,735	£55,627	-0.2%	£55,646	£1,408	£1,466
	12	74	443	14%	86%	517	*	*	£75,655	£78,136	3.3%	£77,781	£12,001	£14,311
	Total	3,026	4,111	42%	58%	7,137	22%	33%	£31,647	£39,572	25.0%	£36,212	£12,234	£17,795

* All points on these grades are discretionary

Appendix J (continued): Summary of gender pay gap and grade (full-time staff v part-time staff)

Part-time	Grade	POPULATION					Contribution Points		Female Average stipend	Male Average stipend	% Diff.	Total for Grade Average stipend	St. Dev. Female	St. Dev. Male
		F	M	F %	M%	Total	F %	M %						
	1	225	111	67%	33%	336	20%	16%	£14,159	£14,242	0.6%	£14,186	£888	£765
	2	96	42	70%	30%	138	24%	5%	£17,147	£16,486	-3.9%	£16,946	£1,155	£902
	3	182	25	88%	12%	207	24%	16%	£19,540	£19,007	-2.7%	£19,475	£924	£971
	4	229	22	91%	9%	251	33%	23%	£22,843	£22,559	-1.2%	£22,818	£1,191	£1,319
	5	171	48	78%	22%	219	20%	15%	£25,818	£25,662	-0.6%	£25,784	£1,599	£1,710
	6	50	6	89%	11%	56	38%	17%	£30,241	£29,120	-3.7%	£30,120	£2,851 [†]	£3,261 [†]
	7	233	85	73%	27%	318	19%	11%	£33,754	£32,737	-3.0%	£33,482	£3,559	£3,623
	8	36	15	71%	29%	51	8%	27%	£40,425	£41,740	3.3%	£40,812	£3,774	£4,311
	9	76	48	61%	39%	124	18%	17%	£44,750	£45,480	1.6%	£45,032	£3,857	£3,430
	10	12	8	60%	40%	20	50%	25%	£53,056	£52,885	-0.3%	£52,988	£2,707 [†]	£1,718 [†]
	11	10	5	67%	33%	15	*	*	£56,490	£56,646	0.3%	£56,542	£3,144 [†]	£3,102 [†]
	12	3	33	8%	92%	36	*	*	£82,354	£82,716	0.4%	£82,685	£17,833 [†]	£17,052 [†]
	Total	1,323	448	75%	25%	1,771	24%	22%	£25,484	£30,533	19.8%	£26,762	£10,004	£19,244

* All points on these grades are discretionary

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

Note: All salaries for part-timers have been prorated to full-time equivalent rates in order to enable a comparison to be made with full-time salaried staff