

Appendix B5 Summary of gender pay gap and grade (basic pay) – research staff

| Grade        | Population   |              |              | Gender split (%) |              | Average (mean) basic pay |                           |                |                         |                |             | Median basic pay |                             |                |                           |                |             |
|--------------|--------------|--------------|--------------|------------------|--------------|--------------------------|---------------------------|----------------|-------------------------|----------------|-------------|------------------|-----------------------------|----------------|---------------------------|----------------|-------------|
|              | Female       | Male         | Total        | Female           | Male         | Female                   | Female standard deviation | Male           | Male standard deviation | Total          | Pay gap (%) | Female           | Female inter-quartile range | Male           | Male inter-quartile range | Total          | Pay gap (%) |
| 5            | 315          | 153          | 468          | 67.3%            | 32.7%        | £25,576                  | £1,677                    | £25,476        | £1,550                  | £25,543        | -0.4%       | £25,751          | £2,957                      | £25,751        | £2,957                    | £25,751        | 0.0%        |
| 6            | 0            | 0            | 0            | -                | -            | -                        | -                         | -              | -                       | -              | -           | -                | -                           | -              | -                         | -              | -           |
| 7            | 767          | 1,002        | 1,769        | 43.4%            | 56.6%        | £32,109                  | £3,425                    | £31,880        | £3,252                  | £31,979        | -0.7%       | £31,671          | £6,663                      | £31,671        | £6,663                    | £31,671        | 0.0%        |
| 8            | 10           | < 5          | *            | *                | *            | £38,562                  | £2,453                    | £38,951        | £0                      | £38,626        | 1.0%        | £37,816          | £2,011                      | £38,951        | £0                        | £38,384        | 3.0%        |
| 9            | 148          | 281          | 429          | 34.5%            | 65.5%        | £43,643                  | £4,043                    | £44,225        | £4,274                  | £44,024        | 1.3%        | £43,840          | £6,391                      | £45,155        | £6,391                    | £45,155        | 3.0%        |
| 10           | < 5          | 5            | *            | *                | *            | £52,347                  | £0                        | £53,622        | £1,746                  | £53,410        | 2.4%        | £52,347          | £0                          | £52,347        | £3,188                    | £52,347        | 0.0%        |
| 11           | 9            | 18           | 27           | 33.3%            | 66.7%        | £55,176                  | £713                      | £56,590        | £2,318                  | £56,119        | 2.6%        | £55,535          | £0                          | £55,535        | £0                        | £55,535        | 0.0%        |
| 12           | < 5          | 33           | *            | *                | *            | £70,534                  | £6,249                    | £85,329        | £18,629                 | £84,096        | 21.0%       | £70,350          | £6,247                      | £84,003        | £24,195                   | £79,180        | 19.4%       |
| <b>Total</b> | <b>1,253</b> | <b>1,494</b> | <b>2,747</b> | <b>45.6%</b>     | <b>54.4%</b> | <b>£32,154</b>           | <b>£6,663</b>             | <b>£35,107</b> | <b>£10,625</b>          | <b>£33,760</b> | <b>9.2%</b> | <b>£30,747</b>   | <b>£8,327</b>               | <b>£32,620</b> | <b>£7,732</b>             | <b>£31,671</b> | <b>6.1%</b> |

\* data not displayed due to a gender population of less than 5