

## Appendix C1 Summary of gender pay gap and grade (basic pay including additional payments)

Grade	Population			Gender split (%)		% on contribution points		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	Female	Male	Total	Female	Male	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 (%)
1	282	193	475	59.4%	40.6%	20.2%	16.6%	£14,415	£892	£14,659	£908	£14,514	1.7%	£14,550	£1,086	£14,550	£827	£14,550	0.0%
2	184	147	331	55.6%	44.4%	12.5%	4.8%	£17,275	£1,408	£17,192	£1,175	£17,238	-0.5%	£17,606	£1,445	£17,111	£1,445	£17,111	-2.8%
3	424	213	637	66.6%	33.4%	11.6%	6.6%	£19,765	£1,246	£21,114	£3,328	£20,216	6.8%	£19,958	£1,684	£20,327	£2,380	£20,327	1.8%
4	652	265	917	71.1%	28.9%	16.3%	34.0%	£23,145	£1,285	£23,631	£1,995	£23,285	2.1%	£23,566	£1,354	£23,566	£2,061	£23,566	0.0%
5	721	450	1,171	61.6%	38.4%	20.8%	32.9%	£26,104	£1,663	£26,688	£2,048	£26,329	2.2%	£26,523	£1,522	£26,523	£1,808	£26,523	0.0%
6	193	161	354	54.5%	45.5%	31.6%	38.5%	£30,010	£2,417	£30,534	£2,791	£30,248	1.7%	£29,853	£1,764	£29,853	£2,688	£29,853	0.0%
7	1,030	1,237	2,267	45.4%	54.6%	12.4%	10.8%	£32,768	£3,720	£32,582	£3,712	£32,667	-0.6%	£32,620	£5,793	£32,620	£6,663	£32,620	0.0%
8	192	189	381	50.4%	49.6%	13.5%	22.2%	£40,577	£4,274	£42,600	£3,863	£41,581	5.0%	£40,204	£7,125	£43,840	£4,381	£42,563	9.0%
9	429	709	1,138	37.7%	62.3%	13.5%	19.7%	£44,837	£4,106	£45,417	£4,174	£45,198	1.3%	£46,510	£5,187	£46,510	£4,671	£46,510	0.0%
10	138	257	395	34.9%	65.1%	20.3%	14.0%	£52,958	£2,324	£53,120	£3,228	£53,063	0.3%	£52,347	£1,221	£52,347	£966	£52,347	0.0%
11	63	241	304	20.7%	79.3%	*	*	£57,940	£4,131	£56,792	£3,398	£57,030	-2.0%	£55,535	£3,383	£55,535	£376	£55,535	0.0%
12	85	490	575	14.8%	85.2%	*	*	£78,958	£15,419	£82,150	£19,114	£81,678	4.0%	£72,462	£22,060	£79,180	£23,339	£77,349	9.3%
<b>Total</b>	<b>4,393</b>	<b>4,552</b>	<b>8,945</b>	<b>49.1%</b>	<b>50.9%</b>	<b>19.0%</b>	<b>31.5%</b>	<b>£30,452</b>	<b>£12,489</b>	<b>£39,804</b>	<b>£19,539</b>	<b>£35,211</b>	<b>30.7%</b>	<b>£27,319</b>	<b>£12,767</b>	<b>£35,646</b>	<b>£20,586</b>	<b>£29,853</b>	<b>30.5%</b>