

Appendix C2 Summary of gender pay gap and grade (basic pay including additional payments) – academic staff

Grade	Population			Gender split (%)		Average (mean) basic pay including additional payments						Median basic pay including additional payments					
	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	< 5	0	*	100.0%	0.0%	£24,825	£707	–	–	£24,825	–	£24,637	£916	–	–	£24,637	–
6	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–	–	–
7	25	12	37	67.6%	32.4%	£30,267	£1,245	£30,444	£2,265	£30,324	0.6%	£29,853	£0	£29,853	£218	£29,853	0.0%
8	< 5	< 5	*	*	*	£36,323	£3,761	£40,278	£5,038	£37,641	10.9%	£36,276	£5,888	£40,278	£3,563	£37,833	11.0%
9	148	270	418	35.4%	64.6%	£44,635	£3,575	£45,256	£3,515	£45,036	1.4%	£46,510	£5,187	£46,510	£3,947	£46,510	0.0%
10	83	195	278	29.9%	70.1%	£52,373	£1,437	£52,751	£3,045	£52,638	0.7%	£52,347	£147	£52,347	£192	£52,347	0.0%
11	41	194	235	17.4%	82.6%	£57,042	£3,335	£56,213	£2,297	£56,357	–1.5%	£55,535	£1,666	£55,535	£0	£55,535	0.0%
12	72	424	496	14.5%	85.5%	£78,083	£14,360	£80,658	£17,728	£80,284	3.3%	£72,462	£21,846	£76,873	£21,043	£76,873	6.1%
<b>Total</b>	<b>377</b>	<b>1,097</b>	<b>1,474</b>	<b>25.6%</b>	<b>74.4%</b>	<b>£52,825</b>	<b>£15,537</b>	<b>£62,038</b>	<b>£19,069</b>	<b>£59,681</b>	<b>17.4%</b>	<b>£50,822</b>	<b>£10,928</b>	<b>£55,535</b>	<b>£21,008</b>	<b>£55,535</b>	<b>9.3%</b>

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