

Appendix C3 Summary of gender pay gap and grade (basic pay including additional payments) – academic-related 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 (%)
<b>5</b>	14	13	27	51.9%	48.1%	£25,574	£1,491	£26,959	£2,539	£26,241	<b>5.4%</b>	£25,376	£2,250	£26,523	£2,147	£25,751	<b>4.5%</b>
<b>6</b>	63	52	115	54.8%	45.2%	£30,375	£3,416	£31,473	£3,538	£30,871	<b>3.6%</b>	£29,853	£5,181	£30,747	£6,663	£29,853	<b>3.0%</b>
<b>7</b>	208	174	382	54.5%	45.5%	£34,726	£3,561	£35,309	£3,847	£34,991	<b>1.7%</b>	£35,646	£4,095	£35,646	£5,196	£35,646	<b>0.0%</b>
<b>8</b>	173	163	336	51.5%	48.5%	£40,789	£4,231	£43,043	£3,853	£41,882	<b>5.5%</b>	£41,323	£6,024	£43,840	£3,832	£43,840	<b>6.1%</b>
<b>9</b>	133	158	291	45.7%	54.3%	£45,782	£3,889	£47,167	£3,765	£46,534	<b>3.0%</b>	£46,510	£5,342	£47,288	£2,832	£46,510	<b>1.7%</b>
<b>10</b>	54	57	111	48.6%	51.4%	£53,869	£3,063	£54,118	£3,368	£53,997	<b>0.5%</b>	£53,178	£3,188	£53,918	£4,854	£53,918	<b>1.4%</b>
<b>11</b>	13	29	42	31.0%	69.0%	£58,728	£3,105	£60,346	£6,394	£59,845	<b>2.8%</b>	£58,918	£3,484	£58,918	£5,305	£58,918	<b>0.0%</b>
<b>12</b>	10	33	43	23.3%	76.7%	£86,533	£21,873	£96,444	£26,999	£94,140	<b>11.5%</b>	£77,411	£42,505	£91,792	£33,712	£91,792	<b>18.6%</b>
<b>Total</b>	<b>668</b>	<b>679</b>	<b>1,347</b>	<b>49.6%</b>	<b>50.4%</b>	<b>£40,685</b>	£10,152	<b>£45,091</b>	£15,523	<b>£42,906</b>	<b>10.8%</b>	<b>£40,119</b>	£11,903	<b>£43,840</b>	£13,696	<b>£41,323</b>	<b>9.3%</b>