

Appendix C4 Summary of gender pay gap and grade (basic pay including additional payments) – assistant 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 (%)
1	282	193	475	59.4%	40.6%	£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%	£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%	£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%	£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	388	284	672	57.7%	42.3%	£26,557	£1,524	£27,312	£1,970	£26,876	2.8%	£26,523	£1,568	£27,319	£1,616	£26,523	3.0%
6	130	109	239	54.4%	45.6%	£29,833	£1,729	£30,087	£2,238	£29,949	0.8%	£29,853	£1,764	£29,853	£1,764	£29,853	0.0%
7	30	49	79	38.0%	62.0%	£34,268	£2,867	£35,157	£2,754	£34,819	2.6%	£34,607	£3,320	£35,646	£3,115	£35,646	3.0%
8	5	22	27	18.5%	81.5%	£40,690	£6,940	£39,862	£2,598	£40,015	-2.0%	£37,438	£7,973	£39,777	£3,630	£39,434	6.2%
<b>Total</b>	<b>2,095</b>	<b>1,282</b>	<b>3,377</b>	<b>62.0%</b>	<b>38.0%</b>	<b>£22,018</b>	<b>£4,869</b>	<b>£23,207</b>	<b>£6,207</b>	<b>£22,470</b>	<b>5.4%</b>	<b>£22,212</b>	<b>£6,358</b>	<b>£23,566</b>	<b>£9,545</b>	<b>£22,879</b>	<b>6.1%</b>