

Appendix B3 Summary of gender pay gap and grade (basic pay) – academic-related 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	14	13	27	51.9%	48.1%	£25,574	£1,491	£26,931	£2,521	£26,227	5.3%	£25,376	£2,250	£26,523	£2,318	£25,751	4.5%
6	63	52	115	54.8%	45.2%	£30,186	£3,220	£31,273	£3,328	£30,678	3.6%	£29,853	£5,301	£30,747	£6,663	£29,853	3.0%
7	208	174	382	54.5%	45.5%	£34,624	£3,463	£35,204	£3,841	£34,889	1.7%	£35,646	£4,095	£35,646	£5,196	£35,646	0.0%
8	173	163	336	51.5%	48.5%	£40,698	£4,109	£42,751	£3,381	£41,694	5.0%	£41,323	£6,024	£43,840	£3,832	£43,840	6.1%
9	133	158	291	45.7%	54.3%	£45,640	£3,952	£47,063	£3,682	£46,413	3.1%	£46,510	£5,342	£46,510	£2,832	£46,510	0.0%
10	54	57	111	48.6%	51.4%	£53,532	£2,471	£53,699	£2,559	£53,618	0.3%	£53,133	£3,188	£53,918	£3,188	£53,918	1.5%
11	13	29	42	31.0%	69.0%	£58,728	£3,105	£58,873	£3,036	£58,828	0.2%	£58,918	£3,484	£58,918	£5,305	£58,918	0.0%
12	10	33	43	23.3%	76.7%	£87,305	£24,238	£93,436	£22,123	£92,010	7.0%	£77,411	£40,005	£86,522	£33,712	£86,522	11.8%
Total	668	679	1,347	49.6%	50.4%	£40,569	£10,227	£44,709	£14,521	£42,656	10.2%	£38,951	£11,903	£43,840	£12,259	£40,119	12.6%