

Appendix B4 Summary of gender pay gap and grade (basic pay) – assistant 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 (%)
1	282	193	475	59.4%	40.6%	£14,305	£818	£14,439	£682	£14,360	0.9%	£14,550	£694	£14,550	£380	£14,550	0.0%
2	184	147	331	55.6%	44.4%	£17,098	£1,227	£16,893	£838	£17,007	-1.2%	£17,111	£1,445	£17,111	£1,445	£17,111	0.0%
3	424	213	637	66.6%	33.4%	£19,703	£1,185	£19,699	£1,058	£19,702	0.0%	£19,743	£1,684	£19,743	£1,684	£19,743	0.0%
4	652	265	917	71.1%	28.9%	£23,070	£1,242	£23,289	£1,523	£23,133	1.0%	£23,566	£1,354	£23,566	£2,061	£23,566	0.0%
5	388	284	672	57.7%	42.3%	£26,470	£1,497	£27,023	£1,639	£26,704	2.1%	£26,523	£1,568	£26,523	£1,616	£26,523	0.0%
6	130	109	239	54.4%	45.6%	£29,704	£1,682	£29,708	£1,710	£29,706	0.0%	£29,853	£1,764	£29,853	£1,764	£29,853	0.0%
7	30	49	79	38.0%	62.0%	£33,904	£2,662	£34,605	£2,338	£34,339	2.1%	£34,607	£3,738	£35,646	£2,046	£35,646	3.0%
8	5	22	27	18.5%	81.5%	£40,338	£6,961	£39,582	£2,889	£39,722	-1.9%	£36,715	£7,125	£39,535	£4,153	£38,951	7.7%
<b>Total</b>	<b>2,095</b>	<b>1,282</b>	<b>3,377</b>	<b>62.0%</b>	<b>38.0%</b>	<b>£21,922</b>	<b>£4,846</b>	<b>£22,712</b>	<b>£6,029</b>	<b>£22,222</b>	<b>3.6%</b>	<b>£22,212</b>	<b>£6,358</b>	<b>£22,879</b>	<b>£8,917</b>	<b>£22,879</b>	<b>3.0%</b>