

Appendix C5 Summary of gender pay gap and grade (basic pay including additional payments) – research 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	315	153	468	67.3%	32.7%	£25,586	£1,681	£25,507	£1,586	£25,560	-0.3%	£25,751	£2,957	£25,751	£2,957	£25,751	0.0%
6	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–	–	–
7	767	1,002	1,769	43.4%	56.6%	£32,261	£3,635	£32,008	£3,469	£32,118	-0.8%	£31,671	£6,663	£31,671	£6,663	£31,671	0.0%
8	10	< 5	*	*	*	£38,562	£2,453	£38,951	£0	£38,626	1.0%	£37,816	£2,011	£38,951	£0	£38,384	3.0%
9	148	281	429	34.5%	65.5%	£44,190	£4,634	£44,587	£4,668	£44,450	0.9%	£45,155	£6,391	£46,510	£7,115	£45,155	3.0%
10	< 5	5	*	*	*	£52,347	£0	£56,122	£5,131	£55,493	7.2%	£52,347	£0	£55,535	£3,188	£53,941	6.1%
11	9	18	27	33.3%	66.7%	£60,891	£6,870	£57,304	£3,181	£58,500	-5.9%	£56,609	£12,500	£55,535	£1,562	£55,535	-1.9%
12	< 5	33	*	*	*	£74,701	£13,053	£87,032	£20,845	£86,004	16.5%	£70,350	£12,497	£84,003	£25,455	£81,592	19.4%
Total	1,253	1,494	2,747	45.6%	54.4%	£32,365	£7,127	£35,318	£11,032	£33,971	9.1%	£30,747	£8,327	£32,620	£8,833	£31,671	6.1%

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