

## Appendix B2 Summary of gender pay gap and grade (basic pay) – academic 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	< 5	0	*	100.0%	0.0%	£24,825	£707	–	–	£24,825	–	£24,637	£916	–	–	£24,637	–
6	0	0	0	–	–	–	–	–	–	–	–	–	–	–	–	–	–
7	25	12	37	67.6%	32.4%	£30,267	£1,245	£30,444	£2,265	£30,324	0.6%	£29,853	£0	£29,853	£218	£29,853	0.0%
8	< 5	< 5	*	*	*	£36,323	£3,761	£40,278	£5,038	£37,641	10.9%	£36,276	£5,888	£40,278	£3,563	£37,833	11.0%
9	148	270	418	35.4%	64.6%	£44,270	£3,130	£44,786	£2,812	£44,603	1.2%	£46,510	£5,187	£46,510	£3,947	£46,510	0.0%
10	83	195	278	29.9%	70.1%	£51,983	£901	£52,000	£969	£51,995	0.0%	£52,347	£0	£52,347	£0	£52,347	0.0%
11	41	194	235	17.4%	82.6%	£55,576	£260	£55,563	£541	£55,565	0.0%	£55,535	£0	£55,535	£0	£55,535	0.0%
12	72	424	496	14.5%	85.5%	£75,555	£11,754	£77,307	£13,295	£77,053	2.3%	£71,406	£17,176	£74,634	£19,624	£74,634	4.5%
<b>Total</b>	<b>377</b>	<b>1,097</b>	<b>1,474</b>	<b>25.6%</b>	<b>74.4%</b>	<b>£51,953</b>	<b>£14,260</b>	<b>£60,379</b>	<b>£16,381</b>	<b>£58,224</b>	<b>16.2%</b>	<b>£50,822</b>	<b>£11,695</b>	<b>£55,535</b>	<b>£21,790</b>	<b>£52,347</b>	<b>9.3%</b>

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