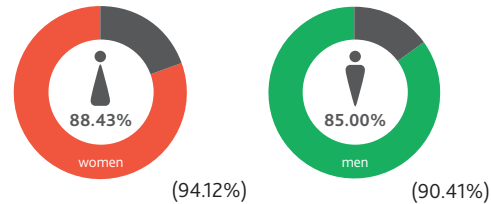


Gender pay figures for OCR

The tables below show the overall mean and median gender pay gap. This data is based on the hourly rates of pay as at the snapshot date of 31 March 2018. The data also shows the bonus gap, using bonuses paid in the year up to 31 March 2018. Note: 2017 data is shown in brackets.

	Median	Mean
Gender pay gap	18.41% (16.83%)	16.78% (15.86%)
Gender bonus gap	-13.04% (-19.74%)	38.37% (-7.09%)

The proportion of women and men receiving a bonus payment



Proportion of women and men in each quartile band

Quartile	Female	Male
Upper	55.00% (51.49%)	45.00% (48.51%)
Upper middle	64.00% (63.73%)	36.00% (36.27%)
Lower middle	77.00% (75.00%)	23.00% (25.00%)
Lower	64.00% (66.34%)	36.00% (33.66%)

We confirm that the OCR gender pay gap calculations are accurate and that they meet the requirements of the regulations, applying the methodology provided in the Equality Act 2010 (Gender Pay Gap Information) correctly.