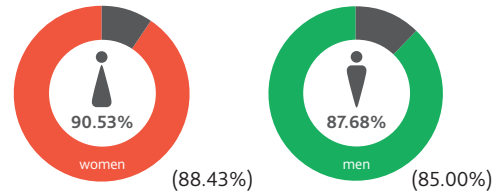


Gender pay figures for OCR

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 2019. The data also shows the bonus gap, using bonuses paid in the year up to 31 March 2019. Note: 2018 data is shown in brackets.

	Median	Mean
Gender pay gap	17.03% (18.41%)	13.58% (16.78%)
Gender bonus gap	17.15% (-13.04%)	29.20% (38.37%)

The proportion of women and men receiving a bonus payment



Proportion of women and men in each quartile band

Quartile	Female	Male
Upper	52.00% (55.00%)	48.00% (45.00%)
Upper middle	66.67% (64.00%)	33.33% (36.00%)
Lower middle	73.00% (77.00%)	27.00% (23.00%)
Lower	70.71% (64.00%)	29.29% (36.00%)