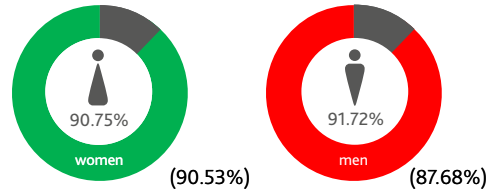


Gender pay figures for OCR

Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2020. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2020. Note: 2019 data is shown in brackets..

	Median	Mean
Gender pay gap	18.7% (17.0%)	14.2% (13.6%)
Gender bonus gap	22.3% (17.1%)	-0.5% (29.2%)

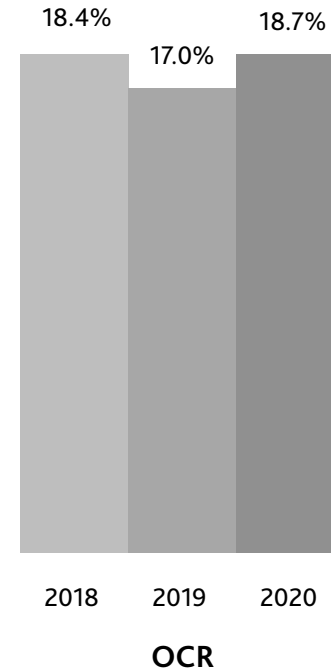
The proportion of women and men receiving a bonus payment



Proportion of men and women in each pay band

Quartile	Female	Male
Lower	73.39% (70.71%)	26.61% (29.29%)
Lower middle	71.56% (73.00%)	28.44% (27.00%)
Upper middle	67.89% (66.67%)	32.11% (33.33%)
Upper	53.70% (52.00%)	46.30% (48.00%)

Median Pay Gap: 2018-2020



Mean Pay Gap: 2018-2020

