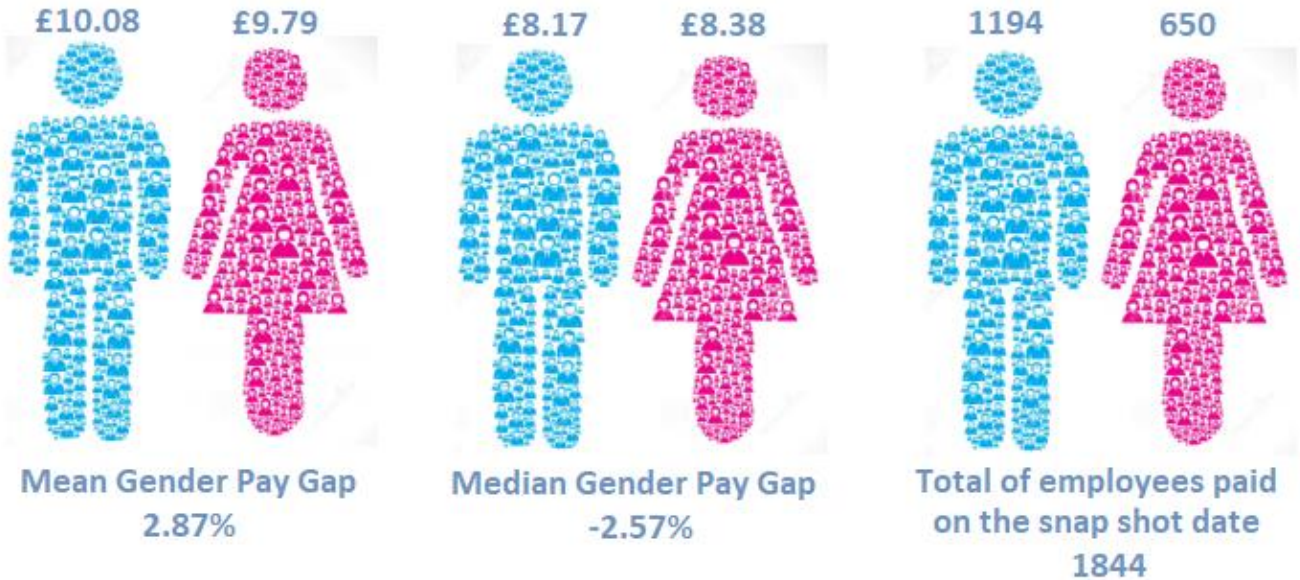


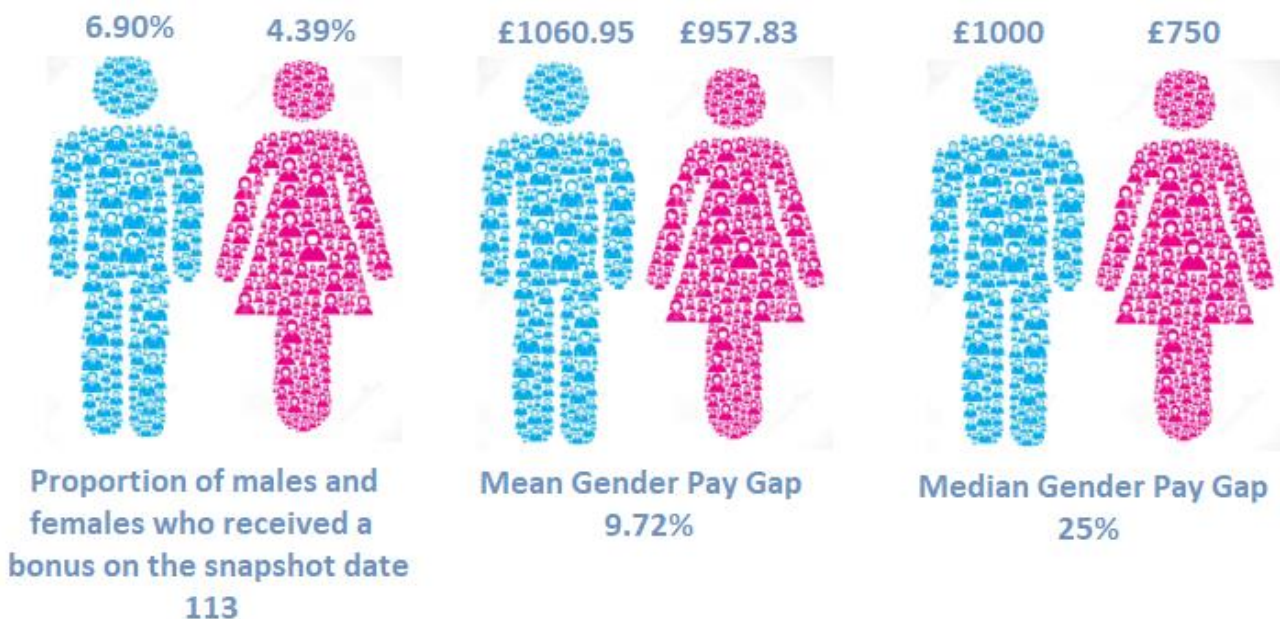
O&CC Gender Pay Gap Report 2018

The gender pay gap is an equality measure that shows the difference between the average earnings of men and women, expressed relative to men's earnings (Government Equalities Office).

The Mean and Median Gender Pay Gap in Hourly Pay



The Mean and Median Gender Pay Gap in Bonus Payments



The gender pay gap is calculated in two ways: mean and median.

The **median** figure shows the percentage difference in hourly pay of females compared to males at the midpoint of each of the male and female salary ranges.

The **mean** figure shows the percentage difference in the average hourly pay for females compared with average hourly pay for males across the overall University pay range. This measure shows a gender pay gap of **2.87%** for O&CC.

O&CC's mean gender pay gap is below the current national UK average of 8.6%

The proportion of males and females working at the different hourly pay quartiles

