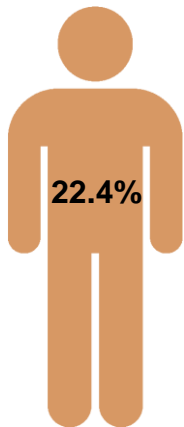
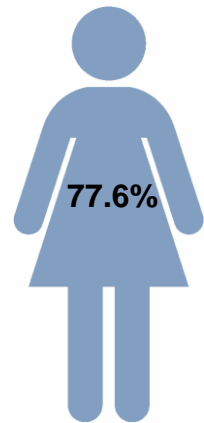


Appendix: Nottinghamshire County Council Gender Pay Gap – 31st March 2017

Overall Gender Pay Gap



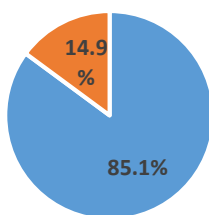
	Women's earnings are:
Mean gender pay gap in hourly rate	12.33% lower
Median gender pay gap in hourly rate	25.37% lower



GPG Equivalent Workforce
Directly Employed **Headcount in scope: 7,850**

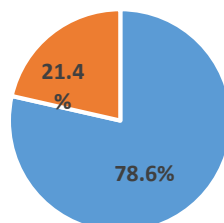
Workforce Profile by Pay Quartile

Lower quartile



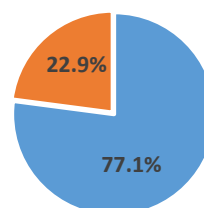
■ Female ■ Male

Lower middle quartile



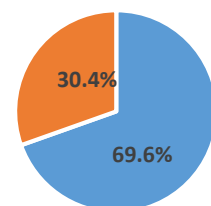
■ Female ■ Male

Upper middle quartile



■ Female ■ Male

Upper quartile



■ Female ■ Male

Reducing the Gap: Priorities for Action

Recruitment

Flexible Working

Career Development and Progression