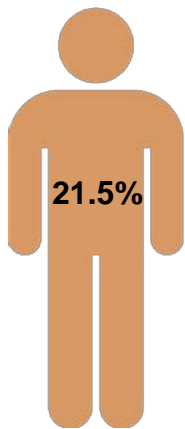
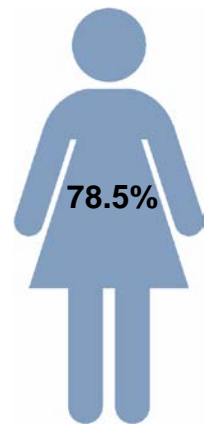


Appendix 1: Nottinghamshire County Council Gender Pay Gap – 31 March 2018



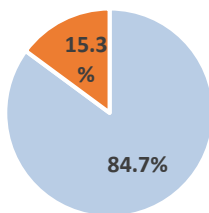
	Women's earnings are:
Mean gender pay gap in hourly rate	11.51% lower
Median gender pay gap in hourly rate	20.22% lower



GPG Equivalent Workforce
Directly Employed Headcount in scope **7,946**

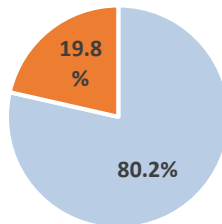
By Pay Quartile

Lower
quartile



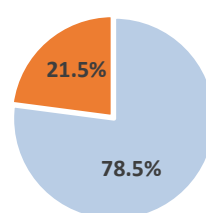
■ Female ■ Male

Lower middle
quartile



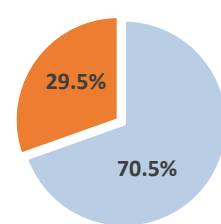
■ Female ■ Male

Upper middle
quartile



■ Female ■ Male

Upper
quartile



■ Female ■ Male

Reducing the Gap: Priorities for Action

Recruitment

Flexible Working

Career Development and Progression