

Dear,

Thank you for your recently submitted Freedom of Information Request.

I am now able to provide you the information supplied by the relevant department, as follows:

- **Tell me if your council has completed an Equal Pay Audit.**

Nottinghamshire County Council not yet completed a comprehensive formal Equal Pay Audit. The Council has however actively committed to ensuring fair and equal pay between men and women who carry out the same jobs, similar jobs or work of equal value .

This includes meeting the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016. The Council has calculated its Gender Pay Gap and developed an action plan to reduce the gap. The required information will be reported and published in the public domain in compliance with the mandatory reporting duty by the required statutory deadline date, following formal Member approval which will be sought on 7th March 2018 .

In addition to identifying actions to reduce its Gender Pay Gap the Council has already demonstrated its commitment to fair pay through the:

- Implementation of "Single Status" to ensure the equal treatment of all employees in respect of their pay, terms and conditions.
- Establishment of a pay and grading structure which is based on a "points to pay" relationship determined through a Job Evaluation process.
- Adoption of the national Living Wage Foundation Living Wage rate.

The Council is considering undertaking a full Equal Pay Audit following the agreement of the national pay offer for local government service and associated pay spine for 2018 and 2019.

- **Send me a copy of your latest Equal Pay Audit. I would prefer a PDF document as my ideal file format.**

Not applicable at present (see above)

I hope this now satisfies your request, and should you have any further enquiries please do not hesitate to contact me directly on the details below.

In addition to the this and for future reference Nottingham County Council regularly publishes previous FOIR,s and answers on its website, under Disclosure logs. (see link)

<http://site.nottinghamshire.gov.uk/thecouncil/democracy/freedom-of-information/disclosure-log/>

You can use the search facility using keywords.

If you wish to raise any concerns about the way your request was dealt with, then please write to the Team Manager, Complaints and Information, County Hall, West Bridgford, Nottingham, NG2 7QP or e-mail [foi@nottscc.gov.uk](mailto:foi@nottscc.gov.uk) quoting the reference number above.