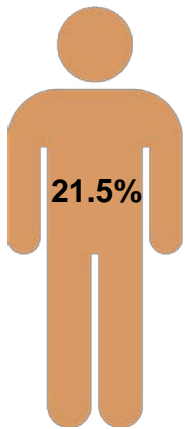
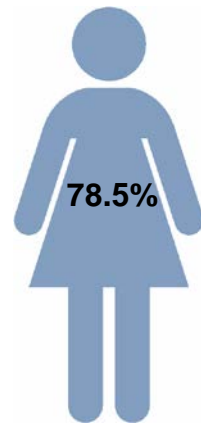


Appendix: Nottinghamshire County Council Gender Pay Gap – 31st March 2018



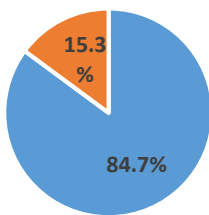
	Women's earnings are:
Mean gender pay gap in hourly rate	11.51% lower
Median gender pay gap in hourly rate	20.22% lower



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

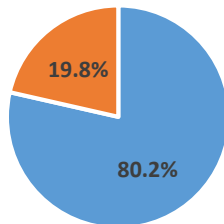
By Pay Quartile

Lower quartile



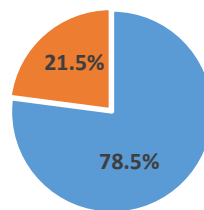
■ Female ■ Male

Lower middle quartile



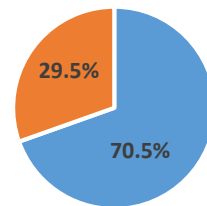
■ Female ■ Male

Upper middle quartile



■ Female ■ Male

Upper quartile



■ Female ■ Male

Reducing the Gap: Priorities for Action

Recruitment

Flexible Working

Career Development and Progression