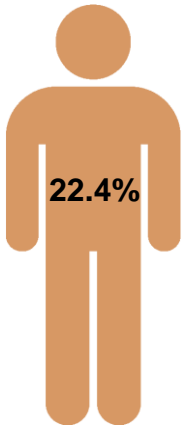


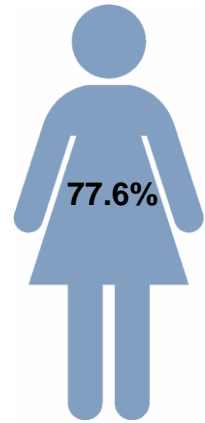


## Appendix: Nottinghamshire County Council Gender Pay Gap – 31<sup>st</sup> March 2017

### Overall Gender Pay Gap



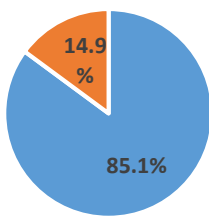
	Women's earnings are:
<b>Mean</b> gender pay gap in hourly rate	<b>12.33% lower</b>
<b>Median</b> gender pay gap in hourly rate	<b>25.37% lower</b>



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

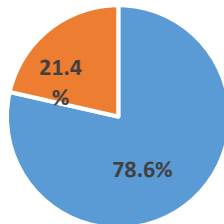
### Workforce Profile by Pay Quartile

Lower quartile



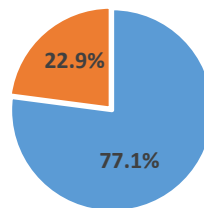
Female Male

Lower middle quartile



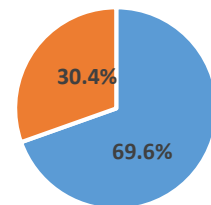
Female Male

Upper middle quartile



Female Male

Upper quartile



Female Male

### Reducing the Gap: Priorities for Action

Recruitment

Flexible Working

Career Development and Progression