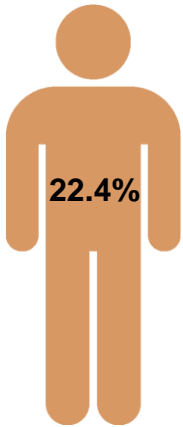


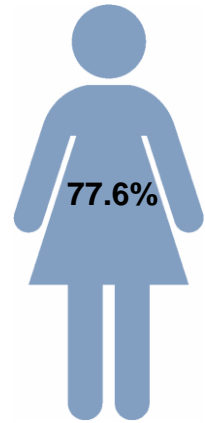


**Appendix: Nottinghamshire County Council Gender Pay Gap – 31<sup>st</sup> March 2017**

**Overall Gender Pay Gap**

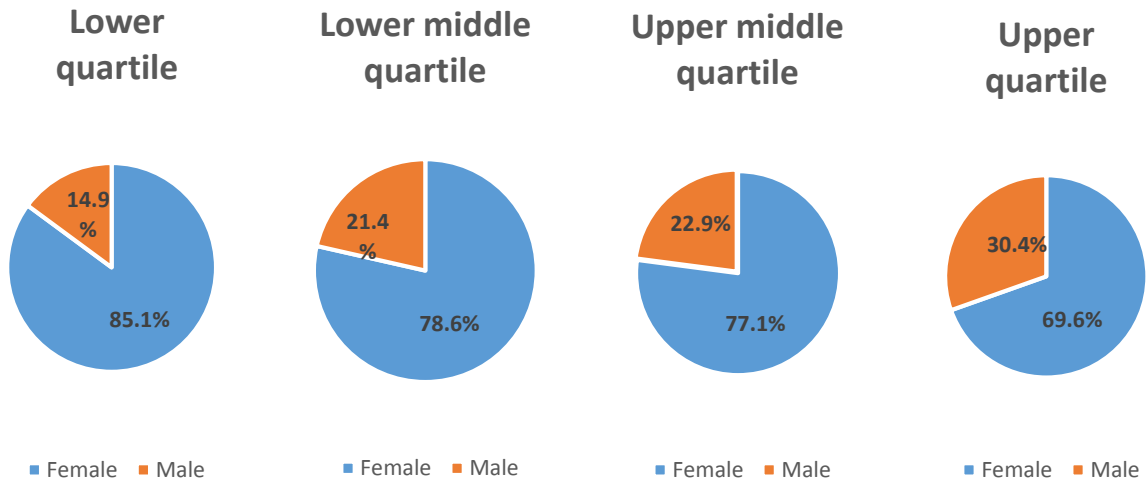


	Women's earnings are:
<b>Mean</b> gender pay gap in hourly rate	<b>12.33% lower</b>
<b>Median</b> gender pay gap in hourly rate	<b>25.37% lower</b>



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

**Workforce Profile by Pay Quartile**



**Reducing the Gap: Priorities for Action**

- Recruitment
- Flexible Working
- Career Development and Progression