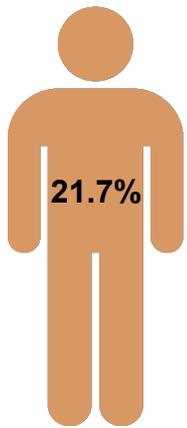
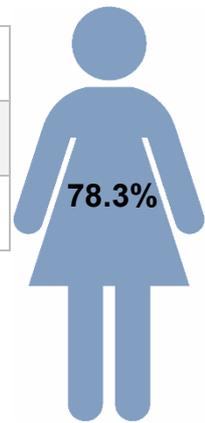


Appendix 1: Nottinghamshire County Council Gender Pay Gap – March 2025



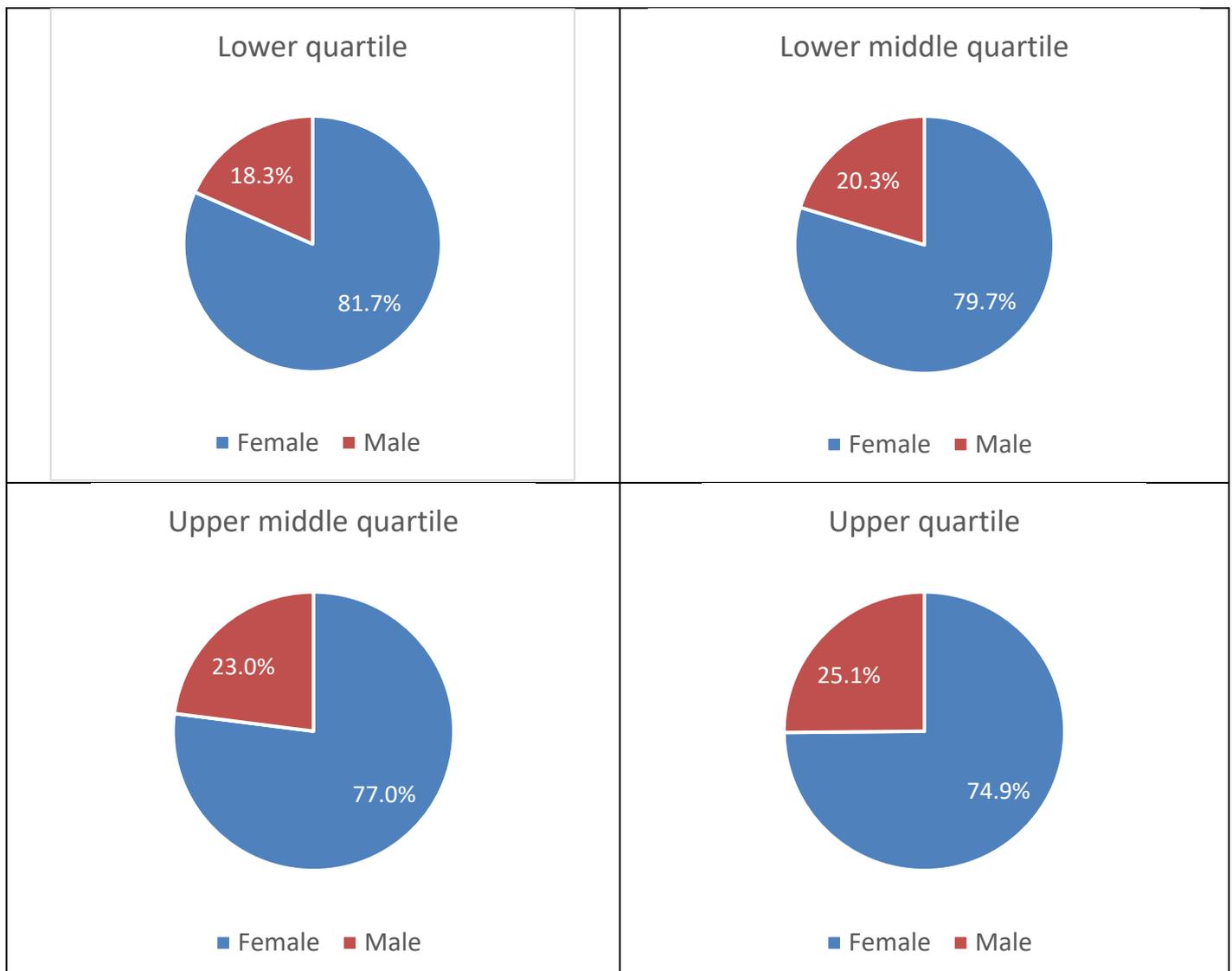
	Women's earnings are:
Mean gender pay gap in hourly rate	4.9% lower
Median gender pay gap in hourly rate	6.4% lower



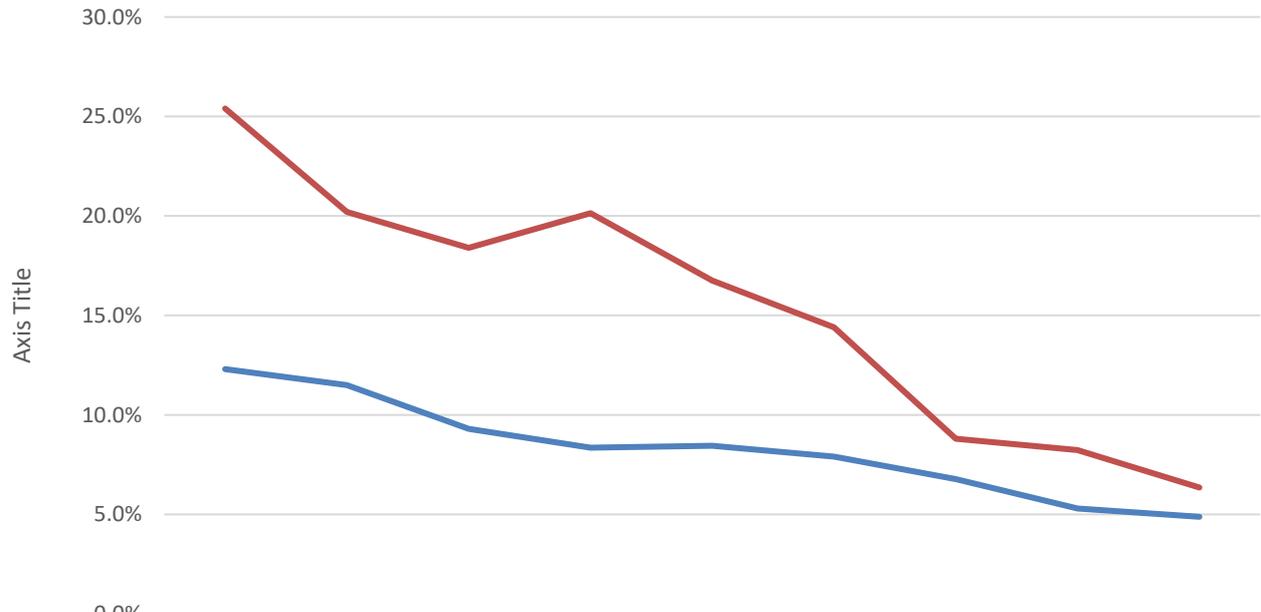
GPG Equivalent Workforce
Directly Employed Headcount in scope **7525**

We are pleased to report that over the past 8 years that we have been working to reduce the pay gap. Since 2017 the mean pay gap has reduced from 12.3 % to 4.9% and median has reduced from 24.4% to 6.4%

By Pay Quartile for direct employees of Nottinghamshire County Council



Gender pay gap reduction since 2017



	2017	2018	2019	2020	2021	2022	2023	2024	2025
Mean	12.3%	11.5%	9.3%	8.4%	8.4%	7.9%	6.8%	5.3%	4.9%
Median	25.4%	20.2%	18.4%	20.1%	16.8%	14.4%	8.8%	8.2%	6.4%