

## Darlington Borough Council Gender Pay Gap Report 2022

Based on snapshot of data on 31st March 2022 and the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

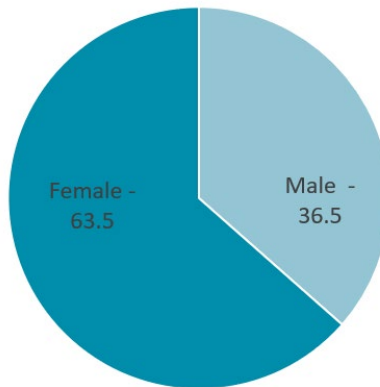


*The Council's Gender Pay Gap is 0.3% median and 5.3% mean, we will continue to seek to attract and develop a quality workforce to service our community through fair recruitment practices.*

*We are confident that men and women are paid equally for doing equivalent jobs across the Council. This is managed through job evaluation exercises and the principle of equal pay for equal value regardless of any protected characteristics.*

*We are also mindful of our local working population. In Darlington the male working age population is 49% and the female working age population is 51%".*

### Our Workforce is made up of;



### 2022 Gender Pay Gap Data

*(All figures expressed as a percentage of men's earnings)*

*+% denotes generally females received lower pay*

*-% denotes generally males receive lower pay*

*Zero % denotes no gap or equal pay*

	Mean	Median
Pay Gap %	5.3	0.3
Bonus Pay Gap %	0.0	0.0



### Mean Hourly Pay

£14.44

5.3%

£15.25



### Median Hourly Pay

£12.91

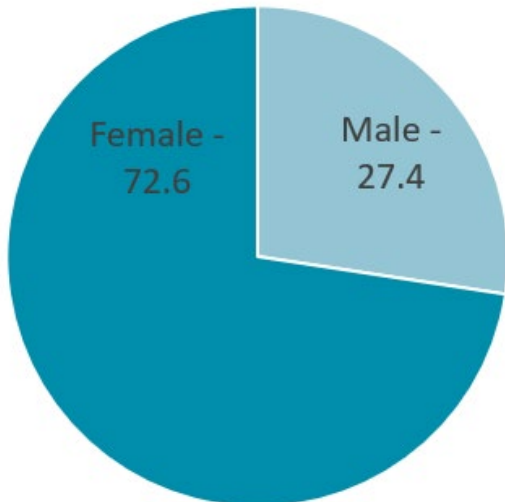
0.3%

£12.95

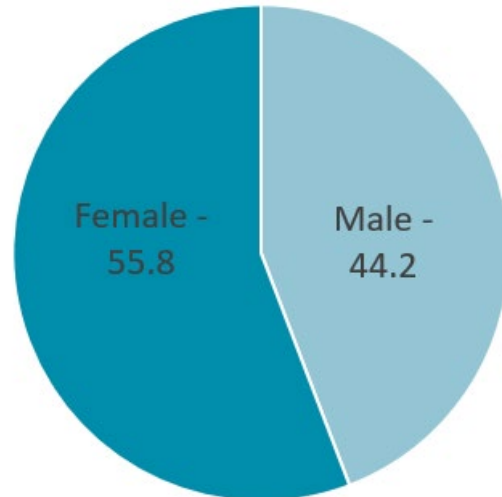
### Quartile Pay Bands

*Proportion of Female and Male employees in each band*

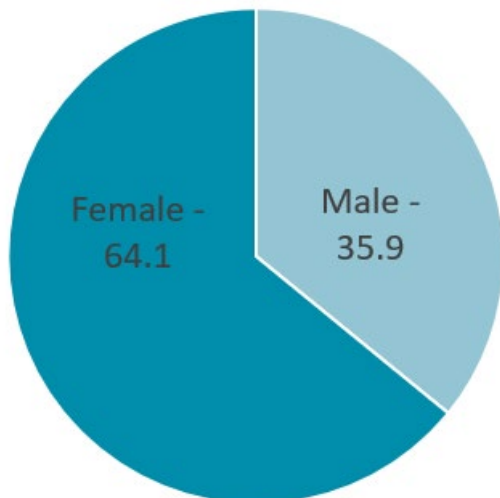
#### Lower %



#### Lower Middle %



#### Upper Middle %



#### Upper %

