



DARLINGTON
Borough Council

Darlington Borough Council Workforce Information 2023

Please note: All information excludes schools and has been updated as of 1st April 2023 unless indicated.

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Introduction

This document provides workforce information has been updated in line with the Local Government Group’s Practitioner’s Guide ‘Transparency: Publication of Senior Salary Information’ (November 2010) and local government transparency code (2014) issue by department for Communities and Local Government. This information will be updated at the end of each financial year.

In 2022 Darlington’s Gender Pay Gap was 0.3% (Median) and 5.3% (Mean) further information on the pay gap can be on the [DBC website](#) [external link]

This link will take you to further Equalities information, including our [specific workforce equality data for out Equality Duty](#).



The Council has signed the Charter for Employers who are Positive about Mental Health, part of the [MINDFUL EMPLOYER](#) [external link] initiative.

Being a MINDFUL EMPLOYER ...

- Shows employees and others that the Council is a good employer
- Expresses corporate social responsibility
- Helps towards complying with legislation (e.g. Equality Act, Health & Safety)
- Reduces sickness absence
- Enhances customer service
- Improves productivity
- Helps retain staff who have experienced discrimination in the past
- Makes for a healthier workplace



The Council have signed Unisons Apprenticeship Charter. The charter provides a tool to ensure apprenticeships deliver positive outcomes for both apprentices and employers. [Unison’s Apprentice Charter](#).



The Council have signed up to the TUC Great Jobs Agenda. Everyone deserves a great job. A great job is one where the worker is paid and treated fairly and have opportunities to progress, to learn and to have a voice in matters. Further information on the agenda can be found on the [TUC great jobs agenda document](#) [pdf document].



The Council has the Armed Forces Covenant: Silver Award Employer Recognition

It is a pledge that together we acknowledge and understand that those who serve or who have served in the armed forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives.

Senior management and staff contacts

The Council's main officer decision-making body is known as the Chief Officers' Executive (COE). COE works alongside and for the councillors elected to run the Council's key public services and is responsible for:

Managerial leadership and direction of the Council

Providing the formal response to Cabinet policy direction and the development of corporate policy and initiatives for Cabinet consideration

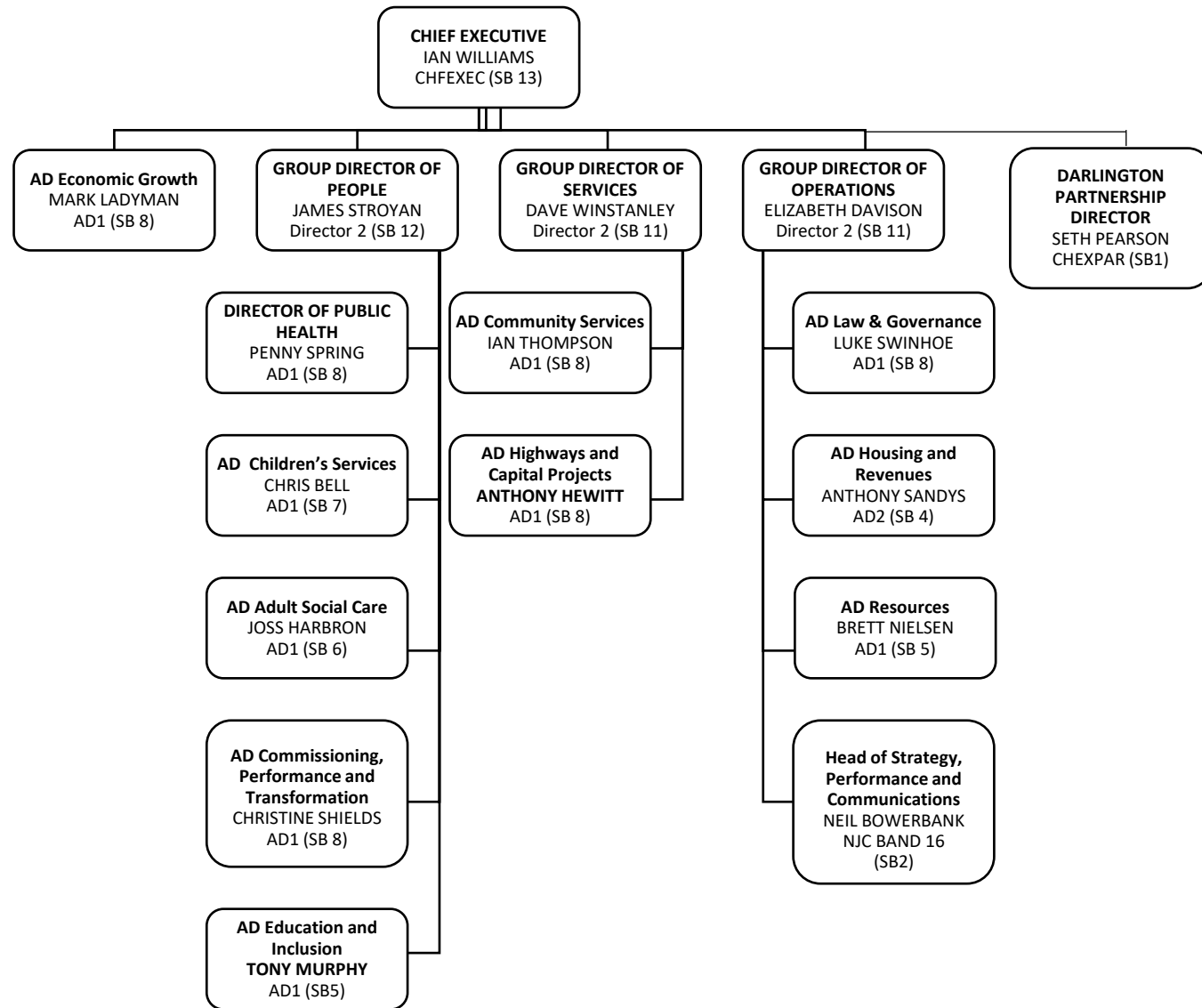
Co-ordinating and commissioning council-wide activity, planning and programme management

COE comprises of four senior officers:

- Chief Executive – Ian Williams
- Group Director of People – James Stroyan
- Group Director of Services – Dave Winstanley
- Group Director of Operations - Elizabeth Davison

The names of the post holders and of the Assistant Directors in each Group are shown on the below senior management structure chart. (In line with the Council Requirements to publish and organisational chart of the top three levels.)

Senior Management Structure



Notes from Senior Management Structure

(a) Contact details – First.surname@darlington.gov.uk

(b) AD – Assistant Director

(c) Grade / Salary Ceiling

AD1 - £100,148

AD2 - £88,462

CHFEXEC - £158,521

CHEXPAR - £60,418

Director 2 - £134,566

NJC Band 16 - £67,568

(d) Salary Brackets (SB in £5000's)

1. £60,000 - £64,999

2. £65,000 - £69,999

3. £70,000 - £74,999

4. £80,000 - £84,999

5. £85,000 - £89,999

6. £90,000 - £94,999

7. £95,000 - £99,999

8. £100,000 - £104,999

9. £110,000 - £114,999

10. £120,000 - £124,999

11. £125,000 - £129,999

12. £130,000 - £134,999

13. £150,000 - £154,999

Localism Act 2011 - Pay Policy Statement 2023-24



The Council's pay policy details the remuneration of Chief Officers and staff in accordance with section 38 of the Localism Act 2011. The policy is subject to annual review and is approved by the Borough Council for each financial year. This statement is valid from 1 April 2024 to 31 March 2025.

The Council is mindful of its duty as defined in the Equality Act 2010. The pay policy statement forms part of a range of pay policies to promote equality in pay practices and assists in ensuring that the Council is promoting transparency of senior managers pay and a fair approach to pay related equalities objectives.

- [Pay policy statement 2024-25](#) [pdf document]
- [Pay policy report 2024-25](#) [pdf document]

The Council's pay ratio for 24/25 is 5.5. This calculation is based on the highest paid employee's taxable earnings in December 2023, divided by the workforce, (excluding Casuals, Apprentices and Community Schools) mean taxable earnings in December 2023.

Job title and remuneration bands of Council officers earning £50k and over during 2022-23 financial year *This information includes all payments made to employees*

£50,000 £54,999	
Advanced Social Work Practitioner x3	Principal Environmental Health Officer
Capital Programme Manager	Principal Trading Standards Officer
Construction Manager	Registered Manager x3
Educational Psychologist	Residential Child Care Worker x2
Finance Manager - Adults & Housing	Senior Registered Manager
Finance Manager - Central & Treasury Management	Service Manager - Care & Support
Finance Manager - People / Resources	Service Manager - Care Planning
Finance Manager - Place	Service Manager - First Response & Early Help
Gas Manager	Service Manager - First Response Services
Head of Housing	Service Manager - Looked after Children
Head of Leisure	Service Manager - Safeguarding & Looked After Through Care
Head of Planning Policy, Eco Strategy & Environment	Site Manager
Head of Service - Adults	Social Worker x2
Head of Service - Care Planning	Systems Manager
Health & Safety Manager	Team Manager - Social Care x11
HR Manager - Advisory & Organisational Change	
£55,000 £59,999	
Chief Executive of Darlington Partnership	Head of Skills & Employability
Gas Fitter	Highway Design Manager
Head of Building Services	Maintenance and Repairs Manager
Head of Commissioning & Contracts	Principal Lawyer - People
Head of Environmental Services	Residential Child Care Worker
Head of Highway Asset Management	SEND Inclusion Advisor
Head of Highway Network Management	Senior Educational Psychologist
Head of Home and Hospital Service	Service Manager - Care Planning
Head of Learning Disability & Mental Health	Service Manager - Independent Review & Safeguarding
Head of Performance & Transformation	Team Manager - Social Care
Head of Planning Development & Environmental Health	Virtual School Head
Head of Property Asset Management	Waste and Transport Services Manager
Head of Service - SEND & Inclusion	Workshop Team Leader
£60,000 £64,999	
Head of First Response and Early Help	Principal Educational Psychologist
Head of SEND & Inclusion	
£65,000 £69,999	
Head of Strategy, Performance & Communications	Public Health Specialist
Head of Capital Projects	
£70,000 £74,999	
Head of Culture & Heritage	
£75,000 £79,999	
Assistant Director – Housing & Revenues	
£80,000 £84,999	
Assistant Director – Children’s Services	Assistant Director - Resources

Assistant Director – Education & Inclusion	
£85,000 £89,999	
Assistant Director - Adult Social Care	
£90,000 £94,999	
Assistant Director - Commissioning, Perf & Transform.	
£95,000 £99,999	
Assistant Director - Highways & Capital Projects	Director of Public Health
Assistant Director – Law & Governance	
£100,000 £104,999	
Assistant Director - Economic Growth	
£105,000 £109,999	
Assistant Director – Community Services	
£120,000 £124,999	
Group Director of Operations	Group Director of Services
£125,000 £129,999	
Group Director of People	
£150,000 £154,999	
Chief Executive	

Job titles, responsibilities, budgets and staff numbers for Council Officers with salaries in excess of £50,000

Chief Execs & Economic Growth

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Chief Executive – COE (Member of Chief Officers Executive)	CHFEXEC - £158,521	Permanent	Head of the Council's Paid Service to be responsible for: <ul style="list-style-type: none"> Securing the staff and other resources needed to deliver high quality cost effective services to the people and communities of Darlington. Working closely with elected members to deliver the Council's vision, policies and goals, and to be the Council's principal policy and strategy advisor Working with partners and others to realise Darlington's full potential 	Information to follow	2027
Assistant Director – Economic Growth – COB (Member of Chief Officers Board)	AD 1 83,788 – 100,148	Permanent	Responsible for providing strategic leadership and direction across planning and economy services contributing to the Economy of Darlington and Darlington as a Place.	Information to follow	57
Head of Property Asset Management	NJC 56,734 – 59,755	Permanent	Head of Service for Property Asset Management, responsible for Property Asset Management in relation to the Council's strategic objectives.	Information to follow	17
Business Growth & Investment Manager	NJC 48,474 – 51,515	Permanent	To be responsible for attracting new private sector investment into the area. Leading on the Council's place marketing. Advise on key enabling infrastructure requirements and delivery to meet economic growth needs. Support and encourage existing businesses to prosper and flourish. Support and encourage new start up business and their survival. Improve the match between skills and business needs. Assist senior management manage the interface and development of the Tees Valley Combined Authority in relation to the local Economy.	Information to follow	3

Estates and Property Manager	NJC 48,474 – 51,515	Permanent	To provide an effective estate management service for the Council, with a particular emphasis on assisting in the development and implementation of Darlington’s economic development and regeneration programme of policies and projects.	Information to follow	6
Head of Planning Policy, Ecological Strategy & Environment	NJC 52,553 – 55,665	Permanent	To manage and lead a professional team responsible for the preparation and adoption of all statutory and non-statutory planning, heritage, environment and economy policy relating to the growth of the Borough.	Information to follow	10
Head of Planning Development Management & Environmental Health	NJC 56,734 – 59,755	Permanent	Responsible for providing the Council with comprehensive Planning services in respect of the Development Management functions and the regulation of planning matters in the Borough. Environmental Health Service and acts as the Councils Joint Chief Planning Officer, providing the Council with comprehensive advice.	Information to follow	25
Environmental Health Manager Commercial	NJC 48,474 – 51,515	Permanent	Providing and delivering comprehensive services for the Council in respect of environmental health functions and contribute to the Council’s corporate and strategic working. To assume overall management responsibility for the effective delivery of the following services and management of staff.	Information to follow	6
Environmental Health Manager (Env Protect)	NJC 48,474 – 51,515	Permanent	Providing and delivering comprehensive services for the Council in respect of environmental health functions and contribute to the Council’s corporate and strategic working. To assume overall management responsibility for the effective delivery of the following services and management of staff.	Information to follow	4
Development Manager	NJC 48,474 – 51,515	Permanent	The Development Manager shall be responsible for providing the Council with comprehensive planning services in respect of the Development Management functions and the regulation of planning matters in the Borough.	Information to follow	6
Chief Executive Darlington Partnership	CHEXPAR 60,418	Permanent	Responsible for directing, developing and driving forward the work of The Darlington Partnership, as the Local Strategic Partnership for Darlington. This is a strategic, high-profile role, with strong engagement at a senior level with private, voluntary and community sectors.	Information to follow	2
Towns Fund Programme Manager	NJC 48,474 – 51,515	Permanent	To be responsible for providing leadership with operational programme oversight in scoping and development of the Council’s Towns Fund Investment Plan.	Information to follow	1

Operations Group

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Group Director of Operations – COE	Director 2 119,266 – 134,566	Permanent	Designated Section 151 Officer. responsible for providing strategic leadership and direction across a diverse range of Business Support services and functions, such as Law and Governance, Finance, HR, Revenues and Benefits and Performance, Communications and Systems.	Information to follow	453 (Includes 93 Casual Election Enumerators)
Head of Strategy, Performance, Communications & Systems - COB	NJC 63,135 – 70,190	Permanent	Head of Service for Strategy, Performance & Communications, leads the Authority's communications strategies and functions, campaigns, media development, corporate policy and performance management arrangements.	Information to follow	30
Systems Strategy and Development Manager	NJC 52,553 – 55,665	Permanent	The Councils lead on systems development and strategy. To manage the technical support teams and programme function that support the suite of Corporate Systems. Lead on the integration of systems associated with the gathering of intelligence and customer insight for the Council and its partners and drive business process improvements.	Information to follow	12
AD Resources – COB	AD 1 83,788 – 100,148	Permanent	To act as Council's Deputy 151 Officer, leads the Finance and Human Resource (HR) function including partnership with Xentrall Shared Services for HR, Finance and Audit. Leads the Health and Safety team. Provides strategic and operational advice and support to Members, Officers of the Council and its partners, whilst ensuring delivery of targets.	Information to follow	60
Finance Manager – Adults & Housing	NJC 52,553 – 55,665	Permanent	To contribute to a highly effective service within the Resources Finance Team in the management, co-ordination advice and provision of accurate financial information.	Information to follow	32 (20 of which are included with other Finance Managers)
Finance Manager – Services	NJC 52,553 – 55,665	Permanent	To provide a highly effective service within the Resources Finance Team in the management, co-ordination, advice and provision of accurate financial information in order for the Council to deliver its overall business strategy.	Information to follow	20 (Same 20 as other Finance Managers)

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Finance Manager – Corporate Finance and Treasury Management	NJC 52,553 – 55,665	Permanent	To provide a highly effective service within the Resources Finance Team in the management, co-ordination, advice and provision of accurate financial information in order for the Council to deliver its overall business strategy.	Information to follow	20 (Same 20 as other Finance Managers)
Finance Manager – Operations and Children’s	NJC 52,553 – 55,665	Permanent	To provide a highly effective service within the Resources Finance Team in the management, co-ordination, advice and provision of accurate financial information in order for the Council to deliver its overall business strategy.	Information to follow	20 (Same 20 as other Finance Managers)
HR Manager – Advisory & Organisational change	NJC 52,553 – 55,665	Permanent	To Providing a professional comprehensive and responsive employee relations advisory service across the organization.	Information to follow	8
HR Manager – Policy, Strategy & Organisational Development	NJC 52,553 – 55,665	Permanent	To provide support to the Leadership team to drive culture change and capacity to managers and leaders as the Council delivers the overall business strategy.	Information to follow	8
Health & Safety Manager	NJC 52,553 – 55,665	Permanent	To act as Head of Profession and a “Responsible Person” for the Authority’s Health and Safety Function, ensuring that a robust health and safety management system is embedded across the authority.	Information to follow	5
Assistant Director – Law & Governance – COE and COB	AD 1 83,788 – 100,148	Permanent	The Council’s Chief Legal Officer and Monitoring Officer. The Returning Officer and also the proper officer for a range of functions. Responsible for Legal, Democratic, Elections, Corporate Procurement, Land Charges, Registrars, Complaints and Information Governance.	Information to follow	166 (Includes 93 Casual Election Enumerators)
Democratic Services Manager	NJC 48,474 – 51,514	Permanent	To manage the Democratic Team, the Post Room, Town Hall Security and PA Network. responsible for the provision of democratic, member, mayoral and civic services. Work with the Elections Manager to support the delivery of electoral and registration work. To work with Members of the Council as necessary.	Information to follow	25

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Elections Manager	NJC 48,474 – 51,514	Permanent	To manage all work areas of Democratic Services and the Scrutiny Function and support the Elections Team. Be responsible in developing innovative solutions to bring about continuous improvement and efficiencies in services and have a high degree of political sensitivity to be able to work with, advise and influence Members of the Council.	Information to follow	102 (Includes 93 Casual Election Enumerators)
Principal Lawyer (People Services)	NJC 48,474 – 51,514	Permanent	To lead and manage the People Team in Legal Services. Oversee the provision of legal services to the Council and external clients in relation to child care, education and schools, adult services, mental capacity, mental health, public interest immunity and criminal injuries applications. Manage child care legal fees budget. Contribute to the overall management of Legal Services.	Information to follow	11
Principal Lawyer Litigation with DMO	NJC 48,474 – 51,514	Permanent	To lead and manage the Litigation Team of Legal Services. Oversee the provision of legal services to the Council and external clients in relation to, prosecutions, RIPA, civil litigation, injunctions, housing, licensing and employment matters. Oversee and manage the provision of the Local Land Charges Service and contribute to the overall management of Legal Services. To fulfil the Monitoring officer function in the absence of the Monitoring Officer (MO), or when requested to do so by the MO.	Information to follow	2
Principal Lawyer (Comm) & Procurement Mg	NJC 48,474 – 51,514	Permanent	To lead and manage the Commercial Team (comprised of both legal and procurement staff). Oversee the provision of legal services to the Council and external clients in relation to regeneration, planning issues, highways, road traffic, conveyancing, commercial property, contracts, procurement, trusts, company and commercial matters. Oversee and support effective procurement in the Council. Contribute to the overall management of Legal Services.	Information to follow	9

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Complaints & Information Governance Manager	NJC 48,474 – 51,514	Permanent	To manage all aspects of Complaints and Governance. Taking a leading role in development and implementation of the Council's strategy, policies and procedures in relation to complaints and information governance. Ensure that the Council adheres to the provisions of all relative legislation and regulations.	Information to follow	5
Assistant Director – Housing and Revenues – COB	AD 1 83,788 – 100,148	Permanent	Assistant Director for Housing and Revenues, responsibility for the Strategic and operational leadership of all Housing and Revenues Services working closely and effectively with key Stakeholders.	Information to follow	193
Head of Housing	NJC 56,734 – 59,755	Permanent	To have responsibility for the operational management of Housing Services and be responsible for continuous service improvement and delivery of financial and performance targets.	Information to follow	133
Housing Buildings Manager	NJC 48,474 – 51,514	Permanent	Information to follow	Information to follow	54
Building Surveying Manager	NJC 48,474 – 51,514	Permanent	To lead and manage the Surveying Teams while working across a wide range of high value capital projects including new build. Ensuring all projects are appropriately surveyed, specified, scheduled, procured and contract managed. Play a key role in the development and monitoring of the Housing Asset Management Plan.	Information to follow	9

People Group

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Group Director of People – COE	Director 2 119,266 – 134,566	Permanent	Responsible for providing strategic leadership and direction across a diverse range of people related services and functions, meeting the needs of people in Darlington, whilst ensuring delivery of targets. Services in the Directors portfolio include: Children’s Services, Adult Social Care, Safeguarding, Education Services, Commissioning, Performance & Transformation and Public Health	Information to follow	694
Assistant Director – Adult Social Care – COB	AD 1 83,788 – 100,148	Permanent	To support the Director for Children and Adult Services with the strategic direction of Adult Services working closely with commissioners and key stakeholders. To have responsibility for the operational management of all adult services across Darlington and be responsible for continuous service improvement and delivery of financial and performance targets.	Information to follow	189
Head of Adults	NJC 63,135 – 70,190	Permanent	To lead and manage Adult Services with a focus on the following areas: First Point of Contact, Reablement, Assessment and Support Services (Older People and Physical Disability), including Occupational Therapy. Also accountable for managing the performance of the services, with a focus on quality and continuous improvement.	Information to follow	181
Service Manager – Care and Support	NJC 52,553 – 55,665	Permanent	To manage Adult Services with a focus on the following areas: First Point of Contact, Reablement, Assessment and Support Services (Older People and Physical Disability), including Occupational Therapy.	Information to follow	70
Service Manager - Disability and Mental Health	NJC 52,553 – 55,665	Permanent	To manage Learning Disability and Mental Health, responsible for providing operational leadership for a range of specialist services with statutory responsibilities.	Information to follow	76

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Service Manager – Safeguarding Adults	NJC 52,553 – 55,665	Vacant	To provide operational leadership for a range of services including early intervention/prevention and social work services. To ensure compliance with statutory responsibilities for adults. To be accountable for performance and quality of the services.	Information to follow	35
Team Manager Adult Social Care (x6)	NJC 48,474 – 51,515	Permanent	To be accountable for managing the direction, delivery and performance, including assessment and appropriate management of risk, across a specialist field. To contribute to and operationalise, strategic development of the service.	Various	Various
Head of Practice and Quality (Principal Social Worker)	NJC 56,734 – 59,755	Permanent	To champion and progress the quality and practice of social work within the Council, working with workforce development to ensure the quality and standard of social work practice is continuously improving.	Information to follow	8
Workforce Development Manager Adult Social Care	NJC 48,474 – 51,515	Permanent	To lead and manage the Workforce Development Service and be responsible for the analysis, mapping, delivery and evaluation of workforce reform, development and training across the Children and Adults Directorate. Support Directorate and Senior Leadership Teams to develop a culture of learning that will deliver whole family relational strength based change	Information to follow	5
Assistant Director - Education and Inclusion - COB	AD 1 83,788 – 100,148	Permanent	Principal adviser on issues related to achieving and retaining standards in Education and Training for young people and adults.	Information to follow	150
Head of SEND and Inclusion	NJC 56,734 – 59,755	Permanent	To make a significant contribution to rising standards, aspirations, achievements and attainment for all children and young people in the Borough that improve and prepare them for life in and beyond Darlington.	Information to follow	76
SEND & Inclusion Advisory Lead	Soulbury 54,166 – 62,440	Permanent	To develop and maintain a detailed overview of SEND provision in Darlington, including the features that influence SEND nationally and locally. Champion high standards and quality of provision for pupils with SEND. Lead on challenge and support to improve the effectiveness of SEND interventions in education settings.	Information to follow	2
Head of Skills and Employability	NJC 56,734 – 59,755	Permanent	Strategic lead for the Inclusion and SEND Service to ensure that the council achieves its aims for children, young people and families with additional education needs to ensure improving outcomes for all children and young people in Darlington Schools and settings.	Information to follow	47

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Head of Educational Partnerships	Soulbury 59,777 – 67,133	Permanent	Providing strategic leadership that creates the conditions for all education settings in Darlington to improve at pace. Ensuring the Council is compliant with all relevant legislation and regulatory standards relating to raising education standards consistent with the main responsibilities.	Information to follow	18
Head of Service – Home and Hospital Service	TEACH LEAD 57,482 – 65,010	Permanent	Head of Service for Home and Hospital and Rise Carr College.	Information to follow	5
Virtual School Head	TEACH LEAD 56,082 – 61,882	Permanent	Responsible for carrying out the statutory functions of Virtual School Head. Provides professional leadership and development to the 'virtual school' and challenges educational establishments to raise the achievement of children in the care of Darlington Borough Council.	Information to follow	4
Principal Educational Psychologist	Soulbury 58,348 – 65,120	Permanent	To lead, manage and take responsibility for the Educational Psychologist Team ensuring that services are of the highest quality.	Information to follow	7
Senior Educational Psychologist	Soulbury 52,201 – 62,540	Permanent	To ensure the continued development of a dynamic and responsive Educational Psychologist (EP) team as part of the wider Education service team, support the supervision and professional development of the Educational Psychology team as directed by the Principal EP.	Information to follow	6
Educational Psychologist x3	Soulbury 46,525 – 61,106	Permanent	Delivering educational psychology to children and young people (0 – 25), families and educational settings in Darlington facilitating improved outcomes for service users. Supporting the Local Authority to fulfil its statutory duties.	Information to follow	0
Curriculum & Standards Advisory Lead	Soulbury 52,805 – 61,106	Permanent	Responsibility for educational improvement services for the borough. To develop and provide guidance, support and intervention for the provision of high quality care and education across all sectors. This includes schools, registered settings within the private, voluntary, and independent sector and childminders.	Information to follow	5
SEN Team Manager	NJC 48,474 – 51,515	Permanent	To lead and manage the statutory SEN / EHC team to ensure that the Council achieves its strategic aims for children & young people with assessed special educational needs within the legislative framework. To take lead responsibility ensuring inter-agency and family involvement.	Information to follow	6

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Learning & Skills Manager	NJC 48,474 – 51,515	Permanent	To provide strategic, operational leadership and management for a range of services including apprenticeships, Study Programme, Adult Learning, Family Learning, Functional Skills and pre-16 Alternative Education	Information to follow	52
Assistant Director – Children’s Services – COB	AD 1 83,788 – 100,148	Permanent	Responsible for strategic leadership for the delivery and development of services to children and young people in Darlington that achieve positive outcomes.	Information to follow	233
Head of Service First Response and Early Help	NJC 56,734 – 59,755	Permanent	Head of Service for Early Intervention & First Contact, operational responsibility for the delivery of family support services to children, young people and their families or carers. Ensure the delivery is in accordance with strategy and service specification, agreed with Children’s Services Commissioners and Health Commissioners.	Information to follow	86
Service Manager – Early Help & Youth Offending Service	NJC 52,553 – 55,665	Permanent	To provide operational leadership for a range of statutory and non-statutory social care services in Early Help and Youth Offending. To ensure compliance with statutory responsibilities for children and accountable for the performance and quality of the services within their remit.	Information to follow	41
Head of Service - Care Planning	NJC 56,734 – 59,755	Permanent	Head of Service for Care Planning, accountable for the delivery of services provided to children in need and protection and looked after children. To facilitate, coordinate and lead services to ensure safe and efficient arrangements are in place across children’s services, maximising opportunities across Darlington to develop partnerships and effective outcome frameworks.	Information to follow	44
Service Manager – Care Planning	NJC 52,553 – 55,665	Permanent	To provide operational leadership for a range of statutory social care services including early help. To ensure compliance with statutory responsibilities for children and be accountable for the performance and quality of the services within their remit. To maintain a focus on safeguarding children and the appropriate management of risk, across services.	Information to follow	21
Service Manager – Care Planning	NJC 52,553 – 55,665	Permanent	To provide operational leadership for a range of statutory social care services including early help. To ensure compliance with statutory responsibilities for children and be accountable for the performance and quality of the services within their remit. To maintain a focus on safeguarding children and the appropriate management of risk, across services.	Information to follow	22

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Service Manager – Independent Review and Safeguarding Partnership	NJC 52,553 – 55,665	Permanent	To provide strategic leadership for a range of statutory children’s social care services in line with the portfolio allocated by the Assistant Director. To lead and drive the quality and performance of services within their portfolio of responsibility to ensure compliance, safeguarding and appropriate management of risk.	Information to follow	10
Safeguarding Partnership Business Mgr	NJC 48,474 – 51,515	Permanent	To provide business management and coordination to the Darlington Adult Safeguarding Partnership Board and Darlington Safeguarding Children Board (Safeguarding Children Partnership by Sept 2019); and to support the Independent Chairs and Lay Members of the respective Board / Partnership and sub-groups. To ensure the Boards are effective multi-agency forums, ensuring positive outcomes for vulnerable children and adults.	Information to follow	3
Service Manager – First Response	NJC 52,553 – 55,665	Permanent	To provide leadership for a range of statutory and non-statutory social care services. To ensure compliance with statutory responsibilities for children and be accountable for the performance and quality of the services within their remit. To maintain a focus on safeguarding children and the appropriate management of risk, across services. To manage a delegated budget.	Information to follow	41
Head of Service – Looked after Children Resources	NJC 56,734 – 59,755	Permanent	To provide operational leadership for a range of services including family placement, residential homes, external placements and Corporate Parenting Panel. Ensure compliance with statutory responsibilities for children and be accountable for the performance and quality of services. To maintain a focus on safeguarding and the appropriate management of risk.	Information to follow	101
Service Manager – Safeguarding & Looked After Through Care	NJC 52,553 – 55,665	Permanent	To provide operational leadership for a range of statutory social care services. To ensure compliance with statutory responsibilities for children and be accountable for the performance and quality of the services within their remit. To maintain a focus on safeguarding children and the appropriate management of risk, across services.	Information to follow	22
Service Manager – Looked After Children Resource	NJC 52,553 – 55,665	Permanent	To provide operational leadership for a range of statutory social care services depending on allocation. To ensure compliance with statutory responsibilities for children and be accountable for the performance and quality of the services within their remit. To maintain a focus on safeguarding children and the appropriate management of risk, across services. To manage a delegated budget. To champion and promote a Strengthening Families approach to practice.	Information to follow	29

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Team Manager Children's Services (x13)	NJC 48,474 – 51,515	Permanent	To be accountable for managing the direction, delivery and performance, including assessment and appropriate management of risk, across a specialist field and for setting direction into the mid-term within service strategic parameters. To ensure service delivery in a specialist field in line with a Strengthening Family approach and in accordance with legislative requirements, relevant policies and procedures and agreed performance targets.	Various	Various
Assistant Director – Commissioning, Performance & Transformation – COB	AD 1 83,788 – 100,148	Permanent	To support the Director for Children and Adult Services with the strategic direction and performance monitoring of Children and Adult Services, working closely with operational and key stakeholders.	Information to follow	101
Head of Performance & Transformation	NJC 56,734 – 59,755	Permanent	Head of Service for Performance and Transformation, responsible for key functions of Transformation, Performance, Inspection Readiness, Data Management and Analysis across Children’s, Adults and Public Health.	Information to follow	15
Head of Service – Commissioning & Contracts	NJC 56,734 – 59,755	Permanent	Head of Service for Commissioning & Contracts, leads the commissioning of effective care and support services that improve outcomes for vulnerable people in Darlington.	Information to follow	20
Senior Strategic Commissioning Manager	NJC 52,553 – 55,665	Temporary	Information to follow	Information to follow	4
Strategic Commissioning Manager (x4)	NJC 48,474 – 51,515	Permanent	To support the Children & Adult’s Service Management Team to commission effective services that improves outcomes for local people. To ensure that resources are used to commission services that make a positive impact, meet our statutory obligations, and contribute to the Council’s overall strategic objectives. To work collectively as part of the Commissioning and Contracting Team.	Various	Various
Service Manager - Contracts and Brokerage	NJC 48,474 – 51,515	Permanent	Responsible for the effective management of the contracts team. Overseeing contract management, quality monitoring and brokerage arrangements across children’s and adults commissioned services. Ensuring the contracts and brokerage team objectives link in with and contribute to the Council’s wider strategic intentions.	Information to follow	12

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Workforce Development Manager Adult Social Care	NJC 48,474 – 51,515	Permanent	To lead and manage the Workforce Development Service and be responsible for the analysis, mapping, delivery and evaluation of workforce reform, development and training across the Children and Adults Directorate. Support Directorate and Senior Leadership Teams to develop a culture of learning that will deliver whole family, relational strength based change.	Information to follow	5
Director of Public Health – COB	AD 1 83,788 – 100,148	Temporary	Advocate of public health across Darlington CCG and DBC. Lead responsibility for promoting and protecting health and wellbeing, tackling health inequalities, and improving healthcare quality. Responsible for strengthening the capacity across the whole public sector to improve the health of the local population.	Information to follow	16
Public Health Specialist	NJC 63,135 – 70,190	Permanent	Responsible for planning, managing and leading defined elements of strategic development within public health across Darlington. Liaison and interaction within the organisation, local strategic partnerships and other key stakeholders to maximise health improvement and reduce health inequalities.	Information to follow	15

Services Group

Job Title	Grade & Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Group Director of Services – COE	Director 2 119,266 – 134,566	Permanent	Responsible for providing strategic leadership and direction across a diverse range of services and functions, and for the effective delivery of the Council's capital projects activity that supports Darlington as a Place.	Information to follow	816
Head of Community Safety	NJC 56,734 – 59,755	Permanent	To assume day-to-day management responsibility and lead on the effective delivery of the Council's Community Safety services, including anti-social behaviour, CCTV, environmental crime, private sector housing, civil parking	Information to follow	56
Assistant Director – Transport & Capital Projects – COB	AD 1 83,788 – 100,148	Permanent	Responsible for the leadership of Highways, Design and Strategic Capital Projects contributing to outcomes for Darlington as a place.	Information to follow	139
Building Design Manager	NJC 48,474 – 51,515	Permanent	Responsible for the provision of a comprehensive building design service.	Information to follow	5
Head of Capital Projects	NJC 63,135 – 70,190	Permanent	Head of Service for Capital Projects, responsible for the management and delivery of large scale, complex projects allocated to the team by the Corporate Programme Review Board.	Information to follow	15
Capital Programme Manager	NJC 52,553 – 55,665	Permanent	Responsible for the effective management of the development and delivery of a programme of Projects across a range of service areas. Ensuring Projects across the Council effectively report to the Councils Asset Management & Capital Programme Board.	Information to follow	7
Investment & Funding Manager	NJC 48,474 – 51,515	Permanent	To maximise the funding and investment opportunities that deliver the Council's and community's outcomes and priorities.	Information to follow	1
Head of Highways Asset Management	NJC 56,734 – 59,755	Permanent	Head of Service for Highway Asset Management, responsible for the provision of a comprehensive highway asset management service.	Information to follow	62
Head of Highway Network Management	NJC 56,734 – 59,755	Permanent	Head of Service for Highway Network Management, responsible for the Development of Transport Policy, Strategy and the delivery of associated programmes, effective development and management of the Highway Network.	Information to follow	59

Assistant Director Community Services - COB	AD 1 83,788 – 100,148	Permanent	Responsible for the leadership of Environmental, Cultural, Community Safety and Building Services, contributing to outcomes for Darlington as a place.	Information to follow	675
Head of Leisure Services	NJC 56,734 – 59,755	Permanent	To be responsible for the overall operation, delivery, strategic direction of Leisure Services, including Dolphin Centre, Eastbourne Sports Complex, Move More and Community Catering.	Information to follow	183
Head of Culture & Heritage	NJC 63,135 – 70,190	Permanent	Head of Service for Culture, with overall operation, delivery and strategic direction of Cultural Services, including cultural facilities, events and programming, sports and physical activity programme, museum management, arts management, library services and The Hippodrome.	Information to follow	148
Programming and Development Director	NJC 48,474 – 51,515	Permanent	To provide artistic, programming and development leadership for the Theatre	Information to follow	111
Head of Environmental Services	NJC 63,135 – 70,190	Permanent	Head of Service for Environmental, responsible for heading the overall operational delivery and strategic direction of Street Scene, crematoria and cemeteries, arboriculture, countryside, rights of way, allotments, parks and open space management, waste management and winter maintenance.	Information to follow	200
Waste & Transport Services Manager	NJC 48,474 – 51,515	Permanent	To be responsible for the management and maintenance of the Council's MOT & Taxi Testing Centre, fleet of vehicles, plant and equipment. To lead and manage Waste Services across the Borough.	Information to follow	66

Current salary scales for DBC employees – Chief Officers

Assistant Director 3 (AD3)	1	£65,092.00	£5,424.31	£1,248.34	£33.74
	2	£67,429.00	£5,619.07	£1,293.15	£34.95
	3	£69,766.00	£5,813.82	£1,337.97	£36.16
	4	£72,103.00	£6,008.57	£1,382.79	£37.37
	5	£74,440.00	£6,203.32	£1,427.61	£38.58
	6	£76,777.00	£6,398.07	£1,472.43	£39.80
	7	£79,114.00	£6,592.82	£1,517.25	£41.01
Assistant Director 2 (AD2)	6	£76,777.00	£6,398.07	£1,472.43	£39.80
	7	£79,114.00	£6,592.82	£1,517.25	£41.01
	8	£81,451.00	£6,787.57	£1,562.07	£42.22
	9	£83,788.00	£6,982.32	£1,606.89	£43.43
	10	£86,125.00	£7,177.08	£1,651.71	£44.64
	11	£88,462.00	£7,371.83	£1,696.53	£45.85
Assistant Director 1 (AD1)	9	£83,788.00	£6,982.32	£1,606.89	£43.43
	10	£86,125.00	£7,177.08	£1,651.71	£44.64
	11	£88,462.00	£7,371.83	£1,696.53	£45.85
	12	£90,799.00	£7,566.58	£1,741.35	£47.06
	13	£93,136.00	£7,761.33	£1,786.17	£48.27
	14	£95,473.00	£7,956.08	£1,830.99	£49.49
	15	£97,810.00	£8,150.83	£1,875.81	£50.70
	16	£100,148.00	£8,345.58	£1,920.63	£51.91
Chief Executive	1	£158,521.00	£13,210.05	£3,040.12	£82.17
Darlington Partnership Director	1	£60,418.00	£5,034.81	£1,158.70	£31.32
Service Director (SD)	1	£99,516.00	£8,293.00	£1,908.53	£51.58
	2	£104,865.00	£8,738.79	£2,011.12	£54.35
	3	£110,204.00	£9,183.70	£2,113.51	£57.12
Director 1	1	£99,516.00	£8,293.00	£1,908.53	£51.58
	2	£104,865.00	£8,738.79	£2,011.12	£54.35
	3	£110,204.00	£9,183.70	£2,113.51	£57.12
	4	£115,554.00	£9,629.48	£2,216.10	£59.89
Director 2	1	£119,266.00	£9,938.82	£2,287.29	£61.82
	2	£124,369.00	£10,364.12	£2,385.17	£64.46
	3	£129,466.00	£10,788.85	£2,482.91	£67.11
	4	£134,566.00	£11,213.87	£2,580.73	£69.75

Current salary scales for Darlington Borough Council employees - NATIONAL JOINT COUNCIL (GREEN BOOK)

BAND	SCP	Annual	Monthly	Weekly	Hourly	BAND	SCP	Annual	Monthly	Weekly	Hourly
Band 1	SCP 3	22,737	1894.75	436.05	11.79	Band 11	SCP 32	40,221	3351.75	771.36	20.85
Band 2	SCP 4	23,114	1926.17	443.28	11.98		SCP 33	41,418	3451.50	794.32	21.47
Band 3	SCP 5	23,500	1958.33	450.68	12.18		SCP 34	42,403	3533.58	813.21	21.98
Band 4	SCP 6	23,893	1991.08	458.22	12.38		SCP 35	43,421	3618.42	832.73	22.51
Band 5	SCP 7	24,294	2024.50	465.91	12.59	Band 12	SCP 36	44,428	3702.33	852.04	23.03
	SCP 8	24,702	2058.50	473.74	12.80		SCP 37	45,441	3786.75	871.47	23.55
Band 6	SCP 9	25,119	2093.25	481.73	13.02		SCP 38	46,464	3872.00	891.09	24.08
	BLANK						SCP 39	47,420	3951.67	909.42	24.58
	SCP 11	25,979	2164.92	498.23	13.47	Band 13	SCP 40	48,474	4039.50	929.64	25.13
SCP 12	26,421	2201.75	506.70	13.69	SCP 41		49,498	4124.83	949.28	25.66	
Band 7	BLANK						SCP 42	50,512	4209.33	968.72	26.18
	SCP 14	27,334	2277.83	524.21	14.17		SCP 43	51,515	4292.83	987.94	26.70
	SCP 15	27,803	2316.92	533.21	14.41	Band 14	SCP 44	52,553	4379.42	1007.87	27.24
BLANK					SCP 45		53,617	4468.08	1028.27	27.79	
SCP 17	28,770	2397.50	551.75	14.91	SCP 46		54,612	4551.00	1047.35	28.31	
Band 8	BLANK						SCP 47	55,665	4638.75	1067.55	28.85
	SCP 19	29,777	2481.42	571.07	15.43	Band 15	SCP 48	56,734	4727.83	1088.05	29.41
	SCP 20	30,296	2524.67	581.02	15.70		SCP 49	57,618	4801.50	1105.00	29.86
	BLANK						SCP 50	58,685	4890.42	1125.47	30.42
	SCP 22	31,364	2613.67	601.50	16.26		SCP 51	59,755	4979.58	1145.99	30.97
Band 9	SCP 23	32,076	2673.00	615.16	16.63	Band 16	SCP 52	63,135	5261.25	1210.81	32.72
	SCP 24	33,024	2752.00	633.34	17.12		SCP 53	65,487	5457.25	1255.92	33.94
	SCP25	33,945	2828.75	651.00	17.59		SCP 54	67,838	5653.17	1301.00	35.16
	SCP 26	34,834	2902.83	668.05	18.06		SCP 55	70,190	5849.17	1346.11	36.38
Band 10	SCP 27	35,745	2978.75	685.52	18.53	Band 17	SCP 56	72,540	6045.00	1391.18	37.60
	SCP 28	36,648	3054.00	702.84	19.00		SCP 57	74,892	6241.00	1436.28	38.82
	SCP 29	37,336	3111.33	716.03	19.35		SCP 58	77,244	6437.00	1481.39	40.04
	SCP 30	38,223	3185.25	733.04	19.81		SCP 59	79,595	6632.92	1526.48	41.26
Band 10	SCP 31	39,186	3265.50	751.51	20.31						

National Spinal Column Points 10, 13, 16, 18 and 21 are not used locally and employees are assimilated to the next spine point in the grade

Current salary scales for Darlington Borough Council employees - Craft

Grade	Description	Rounded Annual	Monthly	Weekly	Hourly
CRAFT GR 1+	Craft 1+	£34,106	2842.17	654.09	17.68
CRAFT GR 1	Craft 1	£31,350	2612.50	601.23	16.25
CRAFT GR 2	Craft 2	£28,850	2404.17	553.29	14.95
CRAFT GR 3	Craft 3	£25,104	2092.00	481.45	13.01
Apprentices					
CR1+ APPRENTICE	55% of Craft 1+	£18,758	1563.19	359.75	9.72
CR1+ APPRENTICE	70%	£23,874	1989.52	457.86	12.37
CR1+ APPRENTICE	80%	£27,285	2273.73	523.27	14.14
CR1+ APPRENTICE	85%	£28,990	2415.84	555.97	15.03
CR1+ APPRENTICE	90%	£30,695	2557.95	588.68	15.91
CR1+ APPRENTICE	95%	£32,401	2700.06	621.38	16.79
CR1 APPRENTICE	55% of Craft 1	£17,243	1436.88	330.68	8.94
CR1 APPRENTICE	70%	£21,945	1828.75	420.86	11.37
CR1 APPRENTICE	80%	£25,080	2090.00	480.99	13.00
CR1 APPRENTICE	85%	£26,648	2220.63	511.05	13.81
CR1 APPRENTICE	90%	£28,215	2351.25	541.11	14.62
CR1 APPRENTICE	95%	£29,783	2481.88	571.17	15.44
CR2 APPRENTICE	55% of Craft 2	£15,868	1322.29	304.31	8.22
CR2 APPRENTICE	70%	£20,195	1682.92	387.30	10.47
CR2 APPRENTICE	80%	£23,080	1923.33	442.63	11.96
CR2 APPRENTICE	85%	£24,523	2043.54	470.29	12.71
CR2 APPRENTICE	90%	£25,965	2163.75	497.96	13.46
CR2 APPRENTICE	92%	£26,542	2211.83	509.02	13.76
CR2 APPRENTICE	95%	£27,408	2283.96	525.62	14.21
CR3 APPRENTICE	55% of Craft 3	£13,807	1150.60	264.80	7.16
CR3 APPRENTICE	70%	£17,573	1464.40	337.01	9.11
CR3 APPRENTICE	80%	£20,083	1673.60	385.16	10.41
CR3 APPRENTICE	85%	£21,338	1778.20	409.23	11.06
CR3 APPRENTICE	90%	£14,281	1190.06	273.88	7.40
CR3 APPRENTICE	92%	£23,096	1924.64	442.93	11.97
CR3 APPRENTICE	95%	£23,849	1987.40	457.37	12.36

Number of employees

The figures are provided by headcount, (including all casuals) and full-time equivalent employees (FTE), gender, full time / part time status and including / excluding schools.

The headcount figure relates to the actual number of employees and the FTE figure relates to the number of full-time equivalent staff (two part-time employees each working 18.5 hours per week would count as 1 FTE (37 hours per week)).

31 st March 2023	Including Schools			Excluding Schools		
	Female	Male	Total	Female	Male	Total
Full time	756	567	1323	643	548	1191
Part time	751	210	961	652	208	860
Total	1507	777	2284	1295	756	2051
FTE	1058.49	517.35	1675.84	901.17	598.55	1499.73

Turnover rate (Excludes Casuals)

The turnover rate refers to the percentage of employees leaving during a particular year. The rate is calculated by dividing the number of leavers by the average number of employees.

2022 23	Chief Execs & Economic Growth	Operations	People	Services	Schools	Total
Average headcount	62	349	649	649	228	1937
All leavers	4	37	84	82	40	247
Turnover rate %	6.5	10.6	12.9	12.6	17.5	12.8
Voluntary leavers	4	34	72	57	30	197
Turnover rate %	6.5	9.7	11.1	8.8	13.2	10.2

Retirements

25 employees retired from Darlington Borough Council during 2022-23

Sickness absence

The Council measures its performance in terms of the number of working days / shifts lost due to sickness absence per full time equivalent (FTE) member of staff. The Council target for 2022-23 was 7.5 days

Year	Outturn
2022-23	9.65

Redundancies

Employees with two years' or more continuous service are entitled to a redundancy payment based on the statutory redundancy pay table.

In terms of 'continuous service', Darlington Borough Council would count all continuous local government service and any other relevant service with organisations listed under the relevant sections of the 'Modification Order.'

The statutory redundancy pay table calculates the number of weeks' pay employees should receive as a redundancy payment according to their age and length of continuous service at the date of dismissal on redundancy grounds. It is subject to a maximum of 20 years' reckonable employment (30 weeks' pay) and a maximum week's pay (£400 from February 2011).

The Council enhances the statutory redundancy pay table by 1.73 weeks and uses the actual week's pay (as opposed to stopping at the weekly pay ceiling of £400). This makes the maximum redundancy payment 52 weeks' pay.

All of the below information includes employees from Community Schools and only includes employees who have left the Council after being made redundant.

2022-23	Compulsory Redundancies		Voluntary Redundancies		Total Redundancies	
	Female	Male	Female	Male	Female	Male
Age up to & incl. 24	0	0	0	0	0	0
25-34	0	0	0	0	0	0
35-44	0	0	0	0	0	0
45-54	0	0	0	0	0	0
55+	0	0	0	0	0	0
Total	0	0	0	0	0	0
Overall Total	0		0		0	

Disciplinary cases

HR were involved in 15 disciplinary cases which concluded during 2022-23

Trade Union Facility Time

Table 1

Relevant Union Officials

Number of Employees who were relevant union officials during 2022-23	Full time equivalent employee number
6	1.03

Table 2

Percentage of time spent on facility time – 2022-23

Percentage of Time	Number of Employees
0%	4
1% - 50%	1
51% - 99%	0
100%	1

Table 3

Percentage of pay bill spent on facility time – 2022-23

Total cost of facility time	£22,601
Total pay bill	£63,648,286.00
Percentage of pay bill spent on facility time	0.04

Figures include on costs

Part 4

Paid trade union activities

As a percentage of paid facility time hours, how many were spent by employees who were relevant union officials during 2022/23 on paid trade union activities. – 1.3%

1 FTE (37 hours per week) is paid and dedicated to 100% TU work. (50% of this time is paid for by Unison)

Total Hours spent by other relevant TU officials was 52 (Duties – 25.5 Hours / Activities – 26.5 hours).

Number of Apprentices - as at 31st March 2023 – Includes Community Schools

Age Band	Upskilling of Existing Employees	Apprentices	Total
16 - 19	1	10	11
20 - 29	5	6	11
30 - 39	11	3	14
40 - 49	6	0	6
50 - 59	5	0	5
Total	28	19	47

Violent incidence reports

2022 23 Service Area	Type of Incident	
	Physical Assault	Threatening Behaviour
Chief Executives and Economic Growth	0	0
Housing & Revenues	3	14
Law & Governance	0	0
Resources	0	0
Strategy, Performance & Communications	0	0
Adults	7	10
Children's Services	24	71
Commissioning, Performance & Transformation	0	1
Education (Excluding Schools)	1	0
Public Health	0	0
Community Services	2	15
Transport & Capital Projects	1	4
Total	38	115

Archive Tables

31 st March 2022	Including Schools			Excluding Schools		
	Female	Male	Total	Female	Male	Total
Full time	741	542	1283	621	527	1148
Part time	737	199	936	642	194	836
Total	1478	741	2219	1263	721	1984
FTE	1052.38	592.92	1645.30	895.03	575.51	1470.54

Number of employees at Darlington Borough Council

31 st March 2021	Including Schools			Excluding Schools		
	Female	Male	Total	Female	Male	Total
Full time	724	551	1275	597	534	1131
Part time	777	187	964	690	184	874
Total	1501	738	2239	1287	718	2005
FTE	1045.80	599.12	1644.92	889.65	581.60	1471.25

31 st March 2020	Including Schools			Excluding Schools		
	Female	Male	Total	Female	Male	Total
Full time	709	560	1269	585	543	1128
Part time	840	227	1067	754	224	978
Total	1549	787	2336*	1339	767	2106*
FTE	1033.19	612.07	1645.27	884.33	594.73	1479.06

*54 of which were casual employees, who had not worked and left on 31st March 2020.

31 st March 2019	Including Schools			Excluding Schools		
	Female	Male	Total	Female	Male	Total
Full time	675	547	1222	548	527	1075
Part time	833	216	1049	742	212	954

Total	1508	763	2271	1290	739	2029
FTE	1002.49	592.33	1594.82	839.09	571.63	1410.72

31st March 2018	Including Schools			Excluding Schools		
	Female	Male	Total	Female	Male	Total
Full time	644	535	1179	1037	521	1037
Part time	845	219	1064	965	751	965
Total	1489	754	2243	2002	1272	2002
FTE	976.44	582.62	1559.06	818.91	562.63	1381.54

Turnover rate (Excludes Casuals)

2021 22	Chief Execs & Economic Growth	Operations	People	Services	Schools	Total
Average headcount	59	336.5	642.5	667	227.5	1932.5
All leavers	4	46	82	68	46	246
Turnover rate %	6.8	13.7	12.8	10.2	20.2	12.7
Voluntary leavers	4	39	72	61	34	210
Turnover rate %	6.8	11.6	11.2	9.1	14.9	10.9

2020 21	Children & Adult Services	Economic Growth & Neighbourhood Services	Resources	Schools	Total
Average headcount	632	923	165	225	1944
All leavers	66	69	9	23	167
Turnover rate %	10.4	7.5	5.5	10.2	8.6
Voluntary leavers	55	53	9	14	131

Turnover rate %	8.7	5.7	5.5	6.2	6.7
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2019 20	Children & Adult Services	Economic Growth & Neighbourhood Services	Resources	Schools	Total
Average headcount	607.5	928.5	162	225.5	1924.5
All leavers	55	100	13	34	202
Turnover rate %	9.1	10.8	8.0	15.1	10.5
Voluntary leavers	47	71	12	16	146
Turnover rate %	7.7	7.7	7.4	7.1	7.6

2018 19	Children & Adult Services	Economic Growth & Neighbourhood Services	Resources	Schools	Total
Average headcount	587	903.5	159.5	229.5	1879.5
All leavers	62	90	19	41	212
Turnover rate %	10.6	10.0	11.9	17.9	11.3
Voluntary leavers	55	66	18	17	157
Turnover rate %	9.4	7.3	11.3	7.4	8.3

2017 18	Neighbourhood Services & Resources	Economic Growth	Children & Adults Services	Schools	Total
Average headcount	817	220	591.5	222.5	1851
All leavers	93	29	75	33	230
Turnover rate %	11.4	13.2	12.7	14.8	12.4
Voluntary leavers	57	23	55	21	156

Turnover rate %	7.0	10.5	9.3	9.4	8.4
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*111 of which transferred to Academies

Retirements

- 43 employees retired during 2021/22
- 38 retired during 2020/21
- 31 retired during 2019/20
- 32 retired during 2018/19
- 30 retired during 2017/18

Sickness absence

Year	Outturn
2021/22	8.23 days
2020/21	6.69 days
2019/20	8.71 days
2018/19	8.34 days

Redundancies

2020-21	Compulsory Redundancies		Voluntary Redundancies		Total Redundancies	
	Female	Male	Female	Male	Female	Male
Age up to & incl. 24	0	0	0	0	0	0
25-34	0	0	0	0	0	0
35-44	0	0	0	0	0	0
45-54	0	0	0	0	0	0
55+	1	0	0	0	1	0
Total	1	0	0	0	0	0
Overall Total	1		0		1	

2019/20	Compulsory Redundancies		Voluntary Redundancies		Total Redundancies	
	Female	Male	Female	Male	Female	Male
Age up to & incl. 24	0	0	0	0	0	0
25-34	0	0	0	0	0	0

35-44	1	0	0	0	1	0
45-54	1	0	0	0	1	0
55+	0	0	1	0	1	0
Total	2	0	1	0	3	0
Overall Total	2		1		3	

2018/19	Compulsory Redundancies		Voluntary Redundancies		Total Redundancies	
	Female	Male	Female	Male	Female	Male
Age up to & incl. 24	0	0	0	0	0	0
25-34	0	0	0	0	0	0
35-44	0	0	1	1	1	1
45-54	3	3	2	1	5	4
55+	2	1	1	1	3	2
Total	5	4	4	3	9	7
Overall Total	9		7		16	

2017/18	Compulsory Redundancies		Voluntary Redundancies		Total Redundancies	
	Male	Female	Male	Female	Male	Female
Age up to & incl. 24	0	0	0	0	0	0
25-34	1	1	0	0	1	1
35-44	1	1	0	0	1	1
45-54	0	3	4	3	4	6
55+	0	0	3	4	3	4
Total	2	5	7	7	9	12
Overall Total	7		14		21	

Trade Union Facility Time 2020/21

Table 1

Relevant Union Officials

Number of Employees who were relevant union officials during 2020 21	Full time equivalent employee number
3	3, however only 1.08 FTE of this time is spent on TU duties

Table 2

Percentage of time spent on facility time - 2020/21

Percentage of Time	Number of Employees
0%	0
1% 50%	2
51% - 99%	0
100%	1

Table 3

Percentage of pay bill spent on facility time - 2020/21

Total cost of facility time	£26,153.99
Total pay bill	£56,313,000
Percentage of pay bill spent on facility time	0.05

Figures include on costs

Part 4

Paid trade union activities

As a percentage of paid facility time hours, how many were spent by employees who were relevant union officials during 2020/21 on paid trade union activities. – 3.9%

1 FTE (37 hours per week) is paid and dedicated to 100% TU work. (50% of this time is paid for by Unison)

Total Hours spent by other relevant TU officials was 159 (Duties – 77.25 Hours / Activities – 81.75 hours).

Trade Union Facility Time 2019/20

Table 1

Relevant Union Officials

Number of Employees who were relevant union officials during 2019/20	Full time equivalent employee number
5	5, however only 1.03 FTE of this time is spent on TU duties

Table 2

Percentage of time spent on facility time - 2019/20

Percentage of Time	Number of Employees
0%	0
1% 50%	4
51% - 99%	0
100%	1

Table 3

Percentage of pay bill spent on facility time - 2019/20

Total cost of facility time	£23,863
Total pay bill	£55,264,000
Percentage of pay bill spent on facility time	0.04

Figures include on costs

Part 4

Paid trade union activities

As a percentage of paid facility time hours, how many were spent by employees who were relevant union officials during 2019/20 on paid trade union activities. – 1.6%

1 FTE (37 hours per week) is paid and dedicated to 100% TU work. (50% of this time is paid for by Unison)

Total Hours spent by other relevant TU officials was 54.5 (Duties – 22.5 Hours / Activities – 32 hours).

Trade Union Facility Time – 2018/19

Table 1

Relevant Union Officials

Number of Employees who were relevant union officials during 2018/19	Full time equivalent employee number
5	5, however only 1.09 FTE of this time is spent on TU duties

Table 2

Percentage of time spent on facility time - 2018/19

Percentage of Time	Number of Employees
0%	0
1% 50%	4
51% - 99%	0
100%	1

Table 3

Percentage of pay bill spent on facility time - 2018/19

Total cost of facility time	£24,998
Total pay bill	£51,278,322
Percentage of pay bill spent on facility time	0.05%

Figures include on costs

Part 4

Paid trade union activities

As a percentage of paid facility time hours, how many were spent by employees who were relevant union officials during 2018/19 on paid trade union activities. – 5%

1 FTE (37 hours per week) is paid and dedicated to 100% TU activities facility time. (50% of this time is paid for by Unison)

Total Hours spent by other relevant TU officials was 174.35 (Duties – 69 Hours / Activities – 105 hours).

Trade Union Facility Time – 2017-18

Table 1

Relevant Union Officials

Number of Employees who were relevant union officials during 2017/18	Full time equivalent employee number
13	11.57, however only 9% (1.04 FTE) of this time was spent on TU duties.

Table 2

Percentage of time spent on facility time - 2017/18

Percentage of Time	Number of Employees
0%	7
1% 50%	5
51% - 99%	0
100%	1

Table 3

Percentage of pay bill spent on facility time - 2017/18

Total cost of facility time	£33,066.32
Total pay bill	£47,953,601
Percentage of pay bill spent on facility time	0.07

Figures include on costs

Part 4

Paid trade union activities

As a percentage of paid facility time hours, how many hours were spent by employees who were relevant union officials during 2017/18 on paid trade union activities.

1 FTE is paid and dedicated to 100% TU activities and facility time.

FTE is 37 hours per week.

Total hours spent by other relevant TU officials was 68.03.

Number of Apprentices - as at 31st March 2021 – Includes Community Schools

Age Band	Upskilling of Existing Employees	Apprentices	Total
16 - 19	2	12	14
20 - 29	7	15	22
30 - 39	12	5	17
40 - 49	12	0	12
50 - 59	4	0	4
Total	37	32	69

Number of Apprentices as at 31st March 2020 Includes Community Schools

Age Band	Upskilling of Existing Employees	Apprentices	Total
16 - 19	0	13	13

20 – 29	5	15	20
30 – 39	14	4	18
40 – 49	13	1	14
50 – 59	6	0	6
Total	38	33	71

Employee violent incidence reports

Information to be updated for 2021-22

2021 22	Type of Incident	
Service Area	Physical Assault	Threatening Behaviour
Chief Executives and Economic Growth		
Housing & Revenues		
Law & Governance		
Resources		
Strategy, Performance & Communications		
Adults		
Children's Services		
Commissioning, Performance & Transformation		
Education (Excluding Schools)		
Public Health		
Community Services		
Transport & Capital Projects		
Total		

2020 21	Type of Incident	
	Physical Assault	Threatening Behaviour
Children & Adults Services	20	43
Adult Social Care	6	2
Children's Services	11	41
Commissioning, Performance & Transformation	0	0
Education	3	0
Public Health	0	0
Economic Growth & Neighbourhood Services	4	13
Community Services	1	5
Economic Growth	0	0
Housing & Building Services	1	8
Highways, Design & Projects	2	0
Resources	0	2
Finance, HR & Strategy, Performance & Communications	0	0
Law & Governance	0	2

Darlington Partnership & Creative Darlington	0	0
Total	24	58

2019/20	Type of Incident	
	Physical Assault	Threatening Behaviour
Children & Adults Services	51	85
Adult Social Care	6	19
Children's Services	44	64
Commissioning, Performance & Transformation	0	1
Education	1	1
Public Health	0	0
Economic Growth & Neighbourhood Services	6	46
Community Services	3	14
Economic Growth	0	0
Housing & Building Services	3	32
Highways, Design & Projects	0	0
Resources	0	3
Finance, HR & Strategy, Performance & Communications	0	1
Law & Governance	0	2
Darlington Partnership & Creative Darlington	0	0
Total	57	134

2018/19	Type of Incident	
	Physical Assault	Threatening Behaviour
Children & Adults Services	11	66
Adult Social Care	6	6
Children's Services	4	46
Commissioning, Performance & Transformation	0	11
Education	1	2
Public Health	0	1
Economic Growth & Neighbourhood Services	6	42
Community Services	2	10
Development	0	0
Housing & Building Services	4	31
Highways, Design & Projects	0	0
Planning	0	1
Property Asset Management	0	0
Resources	0	5
Finance, HR & Strategy, Performance & Communications	0	1
Law & Governance	0	4
Darlington Partnership & Creative Darlington	0	0

Total	17	113
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2017/2018	Type of Incident	
	Physical Assault	Threatening Behaviour
Adult Social Care	4	7
Children's Services	11	40
Educational Service	2	0
Cultural Services	1	5
Regulatory Services	0	0
Customer Service	0	9
Building Services	1	0
Housing Services	1	3
Highways Asset Management	1	0
Environmental Services	0	2
HR & Finance	1	2
School Placement & Assets	0	0
Total	22	68