



Darlington Borough Council Workforce Information 2024

Please note: All information excludes schools and has been updated as of 1st April 2024 unless stated.

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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 2023 Darlington's Gender Pay Gap was -1.7% (Median) and 4.6% (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](#).

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:

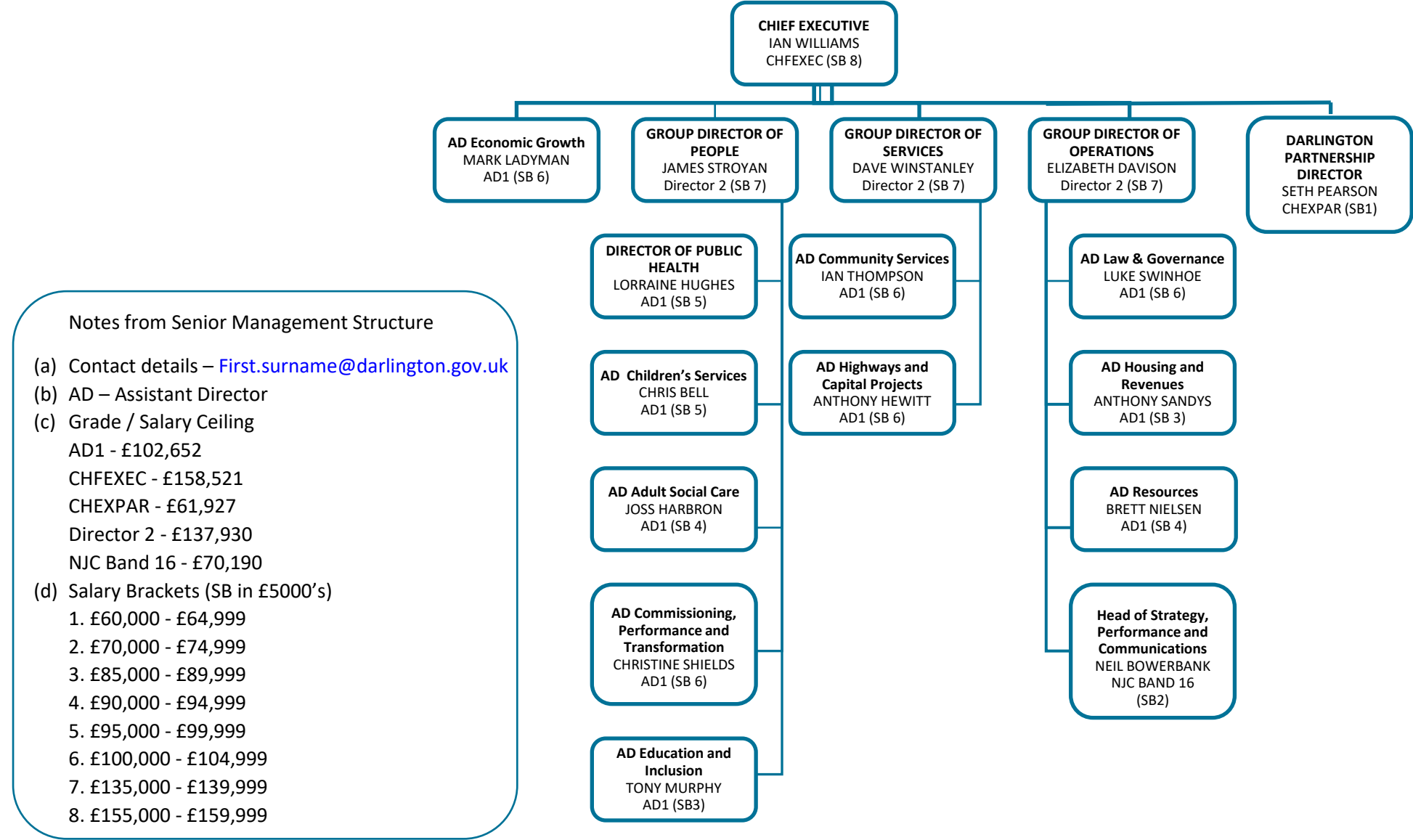
- Managerial leadership and direction of the Council
- Providing the formal response to Cabinet policy direction and the development of corporate policy and initiatives for Cabinet consideration
- Co-ordinating and commissioning council-wide activity, planning and programme management

COE comprises of four senior officers:

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

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



Localism Act 2011 - Pay Policy Statement 2025-26



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 2025 to 31 March 2026.

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 2025-26](#) [pdf document]
- [Pay policy report 2025-26](#) [pdf document]

The Council's pay ratio for 25/26 is 5.4. This calculation is based on the highest paid employee's taxable earnings in December 2024, divided by the workforce, (excluding Casuals, Apprentices and Community Schools) mean taxable earnings in December 2024.

Job title and remuneration bands of Council officers earning £50k and over during 2023-24 financial year *This information includes all payments made to employees.*

| £50,000 - £54,999 | |
|---|--|
| Advanced Social Work Practitioner x6 | Investment & Funding Manager |
| ASYE & KSS Practice Lead | Lawyer (People) |
| Building Design Manager | Learning & Skills Manager |
| Building Surveying Manager | Principal Lawyer Litigation with DMO |
| Business Growth & Investment Manager | Registered Manager (Childs Mg) |
| Complaints & Information Governance Manager | Residential Childcare Worker |
| Democratic Services Manager | Safeguarding Partnership Business Manager |
| Planning Development Manager | SEN Team Manager |
| Electrician x3 | Senior Civils Manager |
| Environmental Health Manager Commercial | Senior Practitioner x3 |
| Environmental Health Manager (Env Protect) | Senior Registered Manager |
| Finance Manager x2 | Senior Strategic Commissioning Manager |
| Gas Fitter | Service Manager - Contracts and Brokerage |
| Head of Adults | Strategic Commissioning Manager x3 |
| Health & Safety Manager | Systems Strategy and Development Manager |
| HGV Technician x2 | Team Manager (within Social Care) x15 |
| Highways Inspector | Transport Planning Manager |
| Home Manager | Workforce Development Manager |
| £55,000 - £59,999 | |
| Capital Programme Manager | Head of Property Asset Management |
| Construction Manager | Head of SEND and Inclusion |
| Curriculum & Standards Advisory Lead | Head of Service (Commissioning) |
| Elections Manager | Head of Skills and Employability |
| Electrician | Highway Design Manager |
| Finance Manager x2 | Housing Buildings Manager |
| Gas Fitter | HR Manager - Advisory & Organisational Change |
| Gas Manager | HR Manager - Policy, Strategy & Organisational Development |
| Head of Community Safety | Registered Manager x2 |
| Head of Highway Network Management | Service Manager (within Social Care) x10 |
| Head of Housing | Site Manager |
| Head of Leisure | Team Manager (within Social Care) x5 |
| Head of Performance & Transformation | Waste & Transport Services Manager |
| Head of Planning Policy, Eco Strategy & Environment | |
| £60,000 - £64,999 | |
| Darlington Partnerships Director | Senior Educational Psychologist |
| Head of Highways Asset Management | Senior Residential Childcare Worker |
| Head of Planning Development & Environmental Health | Site Manager Heating |
| Head of Service | Virtual School Head |
| SEND & Inclusion Advisory Lead | Workshop Team Leader |
| £65,000 - £69,999 | |
| Head of Education Partnerships | Principal Educational Psychologist |
| Head of Environmental Services | Principal Lawyer (People Services) |

| | |
|---|--|
| Head of Service (Social Care) x3 | Public Health Specialist |
| £70,000 - £74,999 | |
| Head of Capital Projects | Head of Strategy, Performance & Communications |
| £75,000 - £79,999 | |
| Head of Culture & Heritage | |
| £80,000 - £84,999 | |
| Assistant Director - Housing and Revenues | |
| £85,000 - £89,999 | |
| Assistant Director - Community Services | Assistant Director - Resources |
| Asst Director - Education & Inclusion | |
| £90,000 - £94,999 | |
| Assistant Director - Adult Social Care | |
| £95,000 - £99,999 | |
| Assistant Director - Children's Services | |
| £100,000 - £104,999 | |
| Assistant Director-Commission, Performance & Transformation | Asst Directory - Highways & Capital Projects |
| £105,000 - £109,999 | |
| Assistant Director - Economic Growth | Assistant Director - Law & Governance |
| £125,000 - £129,999 | |
| Group Director of Operations | Group Director of Services |
| £130,00 - £134,999 | |
| 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 - £162,484 | Permanent | <p>Head of the Council's Paid Service to be responsible for:</p> <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 | 2211 |
| Assistant Director – Economic Growth – COB (Member of Chief Officers Board) | AD 1 85,883 – 102,652 | 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 | 58 |
| Head of Property Asset Management | NJC 58,152 – 61,249 | 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 49,764 – 52,805 | 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 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|--|------------------------|--------------------|--|-----------------------|-----------------------------|
| Estates and Property Manager | NJC 49,764 – 52,805 | 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 53,867 – 57,057 | 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 | 11 |
| Head of Planning Development Management & Environmental Health | NJC 58,152 – 61,249 | 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 (Env Protect) | NJC 49,764 – 52,805 | 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 49,764 – 52,805 | 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 |
| Building Control Manager | NJC 49,764 – 52,805 | Vacant | Responsible for providing the Council with a comprehensive Building Control service and professional advice on this function including budgetary management. | Information to follow | 6 |
| Trading Standards & Animal Health Manager | NJC 49,764 – 52,805 | Permanent | Effectively Providing and Delivering the Trading Standards & Animal Health services, including: Fair trading, Product safety, Age restricted sales, Weights and measures, Intellectual property, Fertilizers and animal feed, Animal health and welfare, Road Traffic Act, Licensing of explosives. Responsible Authority for the Licensing Act 2003 | Information to follow | 5 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|----------------------------------|---------------------|--------------------|--|-----------------------|-----------------------------|
| Darlington Partnerships Director | CHEXPAR 61,927 | 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 49,764 – 52,805 | Vacant | 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 & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|---|------------------------------|--------------------|---|-----------------------|--|
| Group Director of Operations – COE | Director 2 122,247 – 137,930 | 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 | 591 (Includes 148 Casual Election Enumerators) |
| Head of Strategy, Performance, Communications & Systems - COB | NJC 64,713 – 71,945 | 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 | 33 |
| Systems Strategy and Development Manager | NJC 53,867 – 57,057 | 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 | 13 |
| Web Manager | NJC 49,764 – 52,805 | Permanent | To be responsible for the design, development, deployment and management of the council's websites, web services, some service based systems, and the associated corporate resources. To provide leadership in identifying and implementing continuous improvements to the Council's online and some back office services in terms of design, content and functionality, in line with the Council's priorities. | Information to follow | 4 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|---|--------------------------|--------------------|--|-----------------------|---|
| AD Resources – COB | AD 1 85,883 – 102,652 | 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 | 63 |
| Finance Manager – Adults & Housing | NJC 53,867 – 57,057 | 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 | 33 (23 of which are included with other Finance Managers) |
| Finance Manager – Services | NJC 53,867 – 57,057 | 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 | 23 (Same 23 as other Finance Managers) |
| Finance Manager – Corporate Finance and Treasury Management | NJC 53,867 – 57,057 | 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 | 23 (Same 23 as other Finance Managers) |
| Finance Manager – Operations and Children's | NJC 53,867 – 57,057 | 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 | 23 (Same 23 as other Finance Managers) |
| HR Manager – Advisory & Organisational change | NJC 53,867 – 57,057 | 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 53,867 – 57,057 | 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 | 10 |
| Health & Safety Manager | NJC 53,867 – 57,057 | 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 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|---|--------------------------|--------------------|---|-----------------------|--|
| Assistant Director – Law & Governance – COE and COB | AD 1 85,883 – 102,652 | 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 | 227 (Includes 148 Casual Election Enumerators) |
| Democratic Services Manager | NJC 49,764 – 52,805 | 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 | 23 |
| Elections Manager | NJC 49,764 – 52,805 | 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 | 158 (Includes 148 Casual Election Enumerators) |
| Principal Lawyer (People Services) | NJC 49,764 – 52,805 | 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 | NJC 49,764 – 52,805 | Permanent | To lead and manage the Litigation Team of Legal Services. To 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. To contribute to the overall management of Legal Services | Information to follow | 1 |
| Principal Lawyer (Comm) & Procurement Mg | NJC 49,764 – 52,805 | Permanent | To 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. Manage the provision of the Local Land Charges Service and support effective procurement in the Council. To contribute to the overall management of Legal Services | Information to follow | 10 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|---|--------------------------|--------------------|--|-----------------------|-----------------------------|
| Complaints & Information Governance Manager | NJC 49,764 – 52,805 | 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 85,883 – 102,652 | 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 | 264 |
| Head of Housing | NJC 58,152 – 61,249 | 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 | 130 |
| Housing Buildings Manager | NJC 49,764 – 52,805 | Permanent | To lead a multi-disciplinary operational team who are responsible for responsive repairs and maintenance, cyclical testing/maintenance and adaptations/alterations for Council Housing stock. To lead and manage the delivery teams for internal planned maintenance and boiler replacement programmes. | Information to follow | 57 |
| Building Surveying Manager | NJC 49,764 – 52,805 | 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 |
| Housing Asset & Compliance Manager | NJC 49,764 – 52,805 | Permanent | To have responsibility for the development and implementation of the Asset Management and Housing Business Plans. To have responsibility for the operational management of Housing Assets Provide management of , compliance and ICT Services and to provide support to the Assistant Director with the strategic direction of Housing Services. Within Housing Services | Information to follow | 10 |

People Group

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|--|---------------------------------|--------------------|--|-----------------------|-----------------------------|
| Group Director of People – COE | Director 2 122,247 – 137,930 | 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 | 742 |
| Assistant Director – Adult Social Care – COB | AD 1 85,883 – 102,652 | 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 | 196 |
| Head of Adults | NJC 64,713 – 71,945 | 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 | 187 |
| Service Manager – Care and Support | NJC 53,867 – 57,057 | 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 | 68 |
| Service Manager - Disability and Mental Health | NJC 53,867 – 57,057 | 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 | 83 |
| Service Manager – Safeguarding Adults | NJC 53,867 – 57,057 | Permanent | 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 | 33 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|--|--------------------------|--------------------|---|-----------------------|-----------------------------|
| Team Manager Adult Social Care (x7) | NJC 49,764 – 52,805 | 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 operational and strategic development of the service. | Various | Various |
| Head of Practice and Quality (Principal Social Worker) | NJC 58,152 – 61,249 | 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 49,764 – 52,805 | 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 85,883 – 102,652 | Permanent | Principal adviser on issues related to achieving and retaining standards in Education and Training for young people and adults. | Information to follow | 156 |
| Head of SEND and Inclusion | NJC 58,152 – 61,249 | Temporary | 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 | 85 |
| 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 58,152 – 61,249 | 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 | 44 |

| Job Title | Grade & Grade Range | 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 |
| Virtual School Head | TEACH LEAD 59,167 – 65,286 | 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 (x5) | 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 |
| Advisory Teacher (Early Years/Primary) | Soulbury 46,525 – 61,106 | Permanent | Information to follow | 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 49,764 – 52,805 | Temporary | 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 | 5 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|--|--------------------------|--------------------|--|-----------------------|-----------------------------|
| Learning & Skills Manager | NJC 49,764 – 52,805 | 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 | 40 |
| Assistant Director – Children’s Services – COB | AD 1 85,883 – 102,652 | 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 | 269 |
| Head of Service Early Intervention & First Contact | NJC 58,152 – 61,249 | 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 | 95 |
| Service Manager – Early Help & Youth Offending Service | NJC 53,867 – 57,057 | 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 | 45 |
| Safeguarding Partnership Project Manager | NJC 49,764 – 52,805 | Temporary | To support the implementation of the new arrangements, the partnership is offering a fixed term position designed to review current processes/arrangements and support the implementation of new arrangements in line with statutory guidance. | Information to follow | 0 |
| Team Manager YOS - Early Intervention & First Contact | NJC 49,764 – 52,805 | Permanent | To be accurate 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. | Information to follow | 15 |
| Head of Service - Care Planning | NJC 58,152 – 61,249 | 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 | 48 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|---|---------------------|--------------------|--|-----------------------|-----------------------------|
| Service Manager – Care Planning | NJC 53,867 – 57,057 | 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 | 25 |
| Service Manager – Care Planning | NJC 53,867 – 57,057 | 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 | 26 |
| Service Manager – Independent Review and Safeguarding Partnership | NJC 53,867 – 57,057 | 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 Manager | NJC 49,764 – 52,805 | 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 53,867 – 57,057 | 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 | 39 |
| Head of Service – Looked after Children Resources | NJC 58,152 – 61,249 | 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 | 123 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|--|-----------------------|--------------------|--|-----------------------|-----------------------------|
| Service Manager – Safeguarding & Looked After Through Care | NJC 53,867 – 57,057 | 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 | 27 |
| Service Manager – Looked After Children Resource | NJC 53,867 – 57,057 | Vacant | 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 | 95 |
| Team Manager Children's Social Care (x14) | NJC 49,764 – 52,805 | 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 85,883 – 102,652 | 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 | 103 |
| Head of Performance & Transformation | NJC 58,152 – 61,249 | 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 | 16 |
| Head of Service – Commissioning & Contracts | NJC 58,152 – 61,249 | 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 |

| Job Title | Grade & Grade Range | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|--------------------------------------|--------------------------|----------------------|--|-----------------------|-----------------------------|
| Strategic Commissioning Manager (x2) | NJC 53,867 – 57,057 | Permanent / 1 vacant | 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. | Various | Various |
| Director of Public Health – COB | AD 1 85,883 – 102,652 | Permanent | 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 | 14 |
| Public Health Specialist | NJC 64,713 – 71,945 | 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 | 13 |

Services Group

| Job Title | Grade & Grade Salary | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|--|---------------------------------|--------------------|--|-----------------------|-----------------------------|
| Group Director of Services – COE | Director 2 122,247 – 137,930 | 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 | 813 |
| Head of Community Safety | NJC 53,867 – 57,057 | Temporary | 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 | 57 |
| Assistant Director – Highways & Capital Projects – COB | AD 1 85,883 – 102,652 | Permanent | Responsible for the leadership of Highways, Design and Strategic Capital Projects contributing to outcomes for Darlington as a place. | Information to follow | 183 |
| Head of Capital Projects | NJC 64,713 – 71,945 | 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 |
| Building Design Manager | NJC 49,764 – 52,805 | Permanent | Responsible for the provision of a comprehensive building design service. | Information to follow | 3 |
| Capital Programme Manager | NJC 53,867 – 57,057 | 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 49,764 – 52,805 | 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 Highway Operations & Building Construct | NJC 64,713 – 71,945 | Permanent | Head of Service for Highway Asset Management, responsible for the provision of a comprehensive highway asset management service. | Information to follow | 99 |
| Head of Highway Network Management | NJC 58,152 – 61,249 | 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 | 66 |

| Job Title | Grade & Grade Salary | Contractual Status | Services and Functions | Budget Held | Number of Staff (Headcount) |
|---|--------------------------|--------------------|--|-----------------------|-----------------------------|
| Highway Design Manager | NJC 49,764 – 52,805 | Permanent | Responsible for leading the Highway Design Team and the delivery of a wide range of highway and traffic management schemes and contracts. | Information to follow | 8 |
| Transport Planning Manager | NJC 49,764 – 52,805 | Permanent | To be responsible for providing Transport Policy Development/Delivery and a Sustainable Transport service that supports Transport Policy, Programmes and Economic Growth. | Information to follow | 6 |
| Assistant Director Community Services - COB | AD 1 85,883 – 102,652 | Permanent | Responsible for the leadership of Environmental, Cultural and Leisure, contributing to outcomes for Darlington as a place. | Information to follow | 570 |
| Head of Leisure Services | NJC 58,152 – 61,249 | 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 | 191 |
| Head of Culture & Heritage | NJC 64,713 – 71,945 | 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 | 166 |
| Programming and Development Director | NJC 49,764 – 52,805 | Permanent | To provide artistic, programming and development leadership for the Theatre. | Information to follow | 116 |
| Head of Environmental Services | NJC 64,713 – 71,945 | 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 | 210 |
| Waste & Transport Services Manager | NJC 49,764 – 52,805 | 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 | 59 |
| DRHQ Development Director | NJC 49,764 – 52,805 | Permanent | To lead the strategic direction and performance of all Heritage aspects of DRHQ including the Exhibition programme, Museum collection, Education offer and Festival programme. | Information to follow | 11 |

Current salary scales for DBC employees – Chief Officers

| GRADE | SCP | ANNUAL | MONTHLY | WEEKLY | HOURLY |
|-----------------------------|-----|-------------|------------|-----------|--------|
| Assistant Director 3 (AD3) | 1 | £66,719.00 | £5,559.92 | £1,279.54 | £34.58 |
| | 2 | £69,114.00 | £5,759.50 | £1,325.47 | £35.82 |
| | 3 | £71,510.00 | £5,959.17 | £1,371.42 | £37.07 |
| | 4 | £73,906.00 | £6,158.83 | £1,417.38 | £38.31 |
| | 5 | £76,300.00 | £6,358.33 | £1,463.29 | £39.55 |
| | 6 | £78,695.00 | £6,557.92 | £1,509.22 | £40.79 |
| | 7 | £81,092.00 | £6,757.67 | £1,555.19 | £42.03 |
| Assistant Director 2 (AD2) | 6 | £78,695.00 | £6,557.92 | £1,509.22 | £40.79 |
| | 7 | £81,092.00 | £6,757.67 | £1,555.19 | £42.03 |
| | 8 | £83,486.00 | £6,957.17 | £1,601.10 | £43.27 |
| | 9 | £85,883.00 | £7,156.92 | £1,647.07 | £44.52 |
| | 10 | £88,276.00 | £7,356.33 | £1,692.96 | £45.76 |
| | 11 | £90,674.00 | £7,556.17 | £1,738.95 | £47.00 |
| Assistant Director 1 (AD1) | 9 | £85,883.00 | £7,156.92 | £1,647.07 | £44.52 |
| | 10 | £88,276.00 | £7,356.33 | £1,692.96 | £45.76 |
| | 11 | £90,674.00 | £7,556.17 | £1,738.95 | £47.00 |
| | 12 | £93,070.00 | £7,755.83 | £1,784.90 | £48.24 |
| | 13 | £95,464.00 | £7,955.33 | £1,830.82 | £49.48 |
| | 14 | £97,861.00 | £8,155.08 | £1,876.79 | £50.72 |
| | 15 | £100,256.00 | £8,354.67 | £1,922.72 | £51.97 |
| | 16 | £102,652.00 | £8,554.33 | £1,968.67 | £53.21 |
| Chief Executive Partnership | 1 | £61,927.00 | £5,160.58 | £1,187.64 | £32.10 |
| Service Director (SD) | 1 | £102,005.00 | £8,500.42 | £1,956.26 | £52.87 |
| | 2 | £107,488.00 | £8,957.33 | £2,061.41 | £55.71 |
| | 3 | £112,959.00 | £9,413.25 | £2,166.34 | £58.55 |
| Director 1 | 1 | £102,005.00 | £8,500.42 | £1,956.26 | £52.87 |
| | 2 | £107,488.00 | £8,957.33 | £2,061.41 | £55.71 |
| | 3 | £112,959.00 | £9,413.25 | £2,166.34 | £58.55 |
| | 4 | £118,444.00 | £9,870.33 | £2,271.53 | £61.39 |
| Director 2 | 1 | £122,247.00 | £10,187.25 | £2,344.46 | £63.36 |
| | 2 | £127,478.00 | £10,623.17 | £2,444.78 | £66.08 |
| | 3 | £132,704.00 | £11,058.67 | £2,545.01 | £68.78 |
| | 4 | £137,930.00 | £11,494.17 | £2,645.23 | £71.49 |
| Chief Executive | 1 | £162,484 | £13,540.33 | £3,116.14 | £84.22 |

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 | 24,027 | 2002.25 | 460.79 | 12.45 | Band 11 | SCP 32 | 41,511 | 3459.25 | 796.10 | 21.52 | |
| Band 2 | SCP 4 | 24,404 | 2033.67 | 468.02 | 12.65 | | SCP 33 | 42,708 | 3559.00 | 819.06 | 22.14 | |
| Band 3 | SCP 5 | 24,790 | 2065.83 | 475.42 | 12.85 | | SCP 34 | 43,693 | 3641.08 | 837.95 | 22.65 | |
| Band 4 | SCP 6 | 25,183 | 2098.58 | 482.96 | 13.05 | | SCP 35 | 44,711 | 3725.92 | 857.47 | 23.17 | |
| Band 5 | SCP 7 | 25,584 | 2132.00 | 490.65 | 13.26 | Band 12 | SCP 36 | 45,718 | 3809.83 | 876.78 | 23.70 | |
| | SCP 8 | 25,992 | 2166.00 | 498.48 | 13.47 | | SCP 37 | 46,731 | 3894.25 | 896.21 | 24.22 | |
| Band 6 | SCP 9 | 26,409 | 2200.75 | 506.47 | 13.69 | | Band 13 | SCP 38 | 47,754 | 3979.50 | 915.83 | 24.75 |
| | BLANK | | | | | | | SCP 39 | 48,710 | 4059.17 | 934.16 | 25.25 |
| | SCP 11 | 27,269 | 2272.42 | 522.97 | 14.13 | Band 14 | | SCP 40 | 49,764 | 4147.00 | 954.38 | 25.79 |
| | SCP 12 | 27,711 | 2309.25 | 531.44 | 14.36 | | | SCP 41 | 50,788 | 4232.33 | 974.02 | 26.32 |
| Band 7 | BLANK | | | | | | Band 15 | SCP 42 | 50,512 | 4209.33 | 968.72 | 26.18 |
| | SCP 14 | 28,624 | 2385.33 | 548.95 | 14.84 | | | SCP 43 | 52,805 | 4400.42 | 1012.70 | 27.37 |
| | SCP 15 | 29,093 | 2424.42 | 557.95 | 15.08 | Band 16 | | SCP 44 | 53,867 | 4488.92 | 1033.07 | 27.92 |
| | BLANK | | | | | | | SCP 45 | 54,957 | 4579.75 | 1053.97 | 28.49 |
| SCP 17 | 30,060 | 2505.00 | 576.49 | 15.58 | SCP 46 | | 55,977 | 4664.75 | 1073.53 | 29.01 | | |
| Band 8 | BLANK | | | | | | Band 17 | SCP 47 | 57,057 | 4754.75 | 1094.24 | 29.57 |
| | SCP 19 | 31,067 | 2588.92 | 595.81 | 16.10 | Band 18 | | SCP 48 | 58,152 | 4846.00 | 1115.24 | 30.14 |
| | SCP 20 | 31,586 | 2632.17 | 605.76 | 16.37 | | | SCP 49 | 59,058 | 4921.50 | 1132.62 | 30.61 |
| | BLANK | | | | | | | SCP 50 | 60,152 | 5012.67 | 1153.60 | 31.18 |
| | SCP 22 | 32,654 | 2721.17 | 626.24 | 16.93 | | | SCP 51 | 61,249 | 5104.08 | 1174.64 | 31.75 |
| | SCP 23 | 33,366 | 2780.50 | 639.90 | 17.29 | Band 19 | | SCP 52 | 64,713 | 5392.75 | 1241.07 | 33.54 |
| Band 9 | SCP 24 | 34,314 | 2859.50 | 658.08 | 17.79 | | SCP 53 | 67,124 | 5593.67 | 1287.31 | 34.79 | |
| | SCP25 | 35,235 | 2936.25 | 675.74 | 18.26 | | SCP 54 | 69,534 | 5794.50 | 1333.53 | 36.04 | |
| | SCP 26 | 36,124 | 3010.33 | 692.79 | 18.72 | | SCP 55 | 71,945 | 5995.42 | 1379.77 | 37.29 | |
| | SCP 27 | 37,035 | 3086.25 | 710.26 | 19.20 | Band 20 | SCP 56 | 74,354 | 6196.17 | 1425.97 | 38.54 | |
| Band 10 | SCP 28 | 37,938 | 3161.50 | 727.58 | 19.66 | | SCP 57 | 76,764 | 6397.00 | 1472.19 | 39.79 | |
| | SCP 29 | 38,626 | 3218.83 | 740.77 | 20.02 | | SCP 58 | 79,175 | 6597.92 | 1518.42 | 41.04 | |
| | SCP 30 | 39,513 | 3292.75 | 757.78 | 20.48 | | SCP 59 | 81,585 | 6798.75 | 1564.64 | 42.29 | |
| | SCP 31 | 40,476 | 3373.00 | 776.25 | 20.98 | | | | | | | |

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 2024 | Including Schools | | | Excluding Schools | | |
|-----------------------------------|-------------------|--------|---------|-------------------|--------|---------|
| | Female | Male | Total | Female | Male | Total |
| Full time | 787 | 586 | 1373 | 681 | 566 | 1247 |
| Part time | 805 | 238 | 1,054 | 715 | 246 | 961 |
| Total | 1592 | 835 | 2427* | 1396 | 812 | 2208* |
| FTE | 1093.29 | 645.52 | 1738.81 | 945.46 | 625.68 | 1571.14 |

*Includes 148 casual Election Enumerators who only work during elections.

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.

| 2023-24 | Chief Execs & Economic Growth | Operations | People | Services | Total |
|--------------------------|-------------------------------|------------|--------|----------|-------|
| Headcount | 65 | 423 | 677 | 637 | 1802 |
| All leavers | 5 | 31 | 64 | 55 | 155 |
| Turnover rate % | 7.69 | 7.33 | 9.45 | 8.63 | 8.60 |
| Voluntary leavers | 5 | 23 | 57 | 46 | 131 |
| Turnover rate % | 7.69 | 5.44 | 8.42 | 7.22 | 7.27 |

Retirements

32 employees retired from Darlington Borough Council during 2023-24

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 2023-24 was 8.2 days

| Year | Outturn |
|------|---------|
|------|---------|

| | |
|---------|------|
| 2023-24 | 9.32 |
|---------|------|

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.

| 2023-24 | 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 | 1 | 0 | 1 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |
| Overall Total | 0 | | 1 | | 1 | |

Disciplinary cases *to be updated for 2023-24*

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 2023-24 | Full-time equivalent employee number |
|--|--------------------------------------|
| 14 | 1.01 |

Table 2**Percentage of time spent on facility time – 2023-24**

| Percentage of Time | Number of Employees |
|--------------------|---------------------|
| 0% | 10 |
| 1%-50% | 3 |
| 51% - 99% | 0 |
| 100% | 1 |

Table 3**Percentage of pay bill spent on facility time – 2023-24**

| | |
|---|-------------|
| Total cost of facility time | £22,224.51 |
| Total pay bill | £69,832,297 |
| Percentage of pay bill spent on facility time | 0.03 |

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 20 hours.

Number of Apprentices

as at 31st March 2024 – Includes Community Schools

| Age Band | Upskilling of Existing Employees | Apprentices | Total |
|--------------|----------------------------------|-------------|-----------|
| 16 - 19 | 0 | 9 | 9 |
| 20 – 29 | 11 | 13 | 24 |
| 30 – 39 | 11 | 3 | 14 |
| 40 – 49 | 7 | 0 | 7 |
| 50 – 59 | 2 | 0 | 2 |
| Total | 31 | 25 | 56 |

Violent incidence reports

| 2023-24 | Type of Incident | |
|---|------------------|-----------------------|
| Service Area | Physical Assault | Threatening Behaviour |
| Economic Growth | 0 | 1 |
| Housing & Revenues | 4 | 20 |
| Law & Governance | 0 | 1 |
| Resources | 0 | 0 |
| Strategy, Performance & Communications | 0 | 0 |
| Adults Social Care | 9 | 7 |
| Children's Services | 21 | 33 |
| Commissioning, Performance & Transformation | 0 | 0 |
| Education (Excluding Schools) | 0 | 1 |
| Public Health | 0 | 0 |
| Community Safety | 1 | 1 |
| Community Services | 3 | 27 |
| Transport & Capital Projects | 0 | 3 |
| Total | 38 | 94 |

Archive Tables

Number of employees at Darlington Borough Council

| 31st 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 |

| 31st 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 |

| 31st 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 |

| 31st 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.

| 31st 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 |

Turnover rate (Excludes Casuals)

| 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 |

| 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 |

| 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 |

Retirements

- 25 employees retired during 2022-23
- 43 retired during 2021-22
- 38 retired during 2020-21
- 31 retired during 2019-20
- 32 retired during 2018-19

Sickness absence

| Year | Outturn |
|---------|-----------|
| 2022-23 | 9.61 days |
| 2021-22 | 8.23 days |
| 2020-21 | 6.69 days |
| 2019-20 | 8.71 days |
| 2018-19 | 8.34 days |

Redundancies

| 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 | |

| 2021-22 | 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 | 1 | 1 | 0 | 1 | 1 |
| Total | 0 | 1 | 1 | 0 | 1 | 1 |
| Overall Total | 1 | | 1 | | 2 | |

| 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 | |

Trade Union Facility Time 2021-22

Table 1

Relevant Union Officials

| Number of Employees who were relevant union officials during 2020-21 | Full-time equivalent employee number |
|--|--------------------------------------|
| 5 | 1.04 |

Table 2

Percentage of time spent on facility time – 2021-22

| Percentage of Time | Number of Employees |
|--------------------|---------------------|
| 0% | 1 |
| 1%-50% | 3 |
| 51% - 99% | 0 |
| 100% | 1 |

Table 3

Percentage of pay bill spent on facility time – 2021-22

| | |
|---|-------------|
| Total cost of facility time | £25,091 |
| Total pay bill | £58,479,000 |
| 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 2020/21 on paid trade union activities. – 0.7%

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 70 (Duties – 56 Hours / Activities – 14 hours).

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 2023 – Includes Community Schools

| Age Band | Upskilling of Existing Employees | Apprentices | Total |
|--------------|----------------------------------|-------------|-----------|
| 16 - 19 | | | |
| 20 – 29 | | | |
| 30 – 39 | | | |
| 40 – 49 | | | |
| 50 – 59 | | | |
| Total | 31 | 20 | 51 |

Number of Apprentices as at 31st March 2022 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 |

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 |

Employee violent incidence reports

| 2021-22 | Type of Incident | |
|---|------------------|-----------------------|
| Service Area | Physical Assault | Threatening Behaviour |
| Chief Executives and Economic Growth | 0 | 1 |
| Housing & Revenues | 1 | 4 |
| Law & Governance | 0 | 1 |
| Resources | 0 | 0 |
| Strategy, Performance & Communications | 0 | 0 |
| Adults | 5 | 3 |
| Children's Services | 36 | 58 |

| | | |
|---|-----------|-----------|
| Commissioning, Performance & Transformation | 0 | 0 |
| Education (Excluding Schools) | 5 | 0 |
| Public Health | 0 | 0 |
| Community Services | 2 | 4 |
| Transport & Capital Projects | 0 | 2 |
| Total | 49 | 73 |

| 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 |