



## Darlington Borough Council Workforce Information 2025

*Please note: All information excludes schools and has been updated as of 1<sup>st</sup> April 2025 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 2024 Darlington's Gender Pay Gap was 0.3% (Median) and 3.3% (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](#).

## 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:

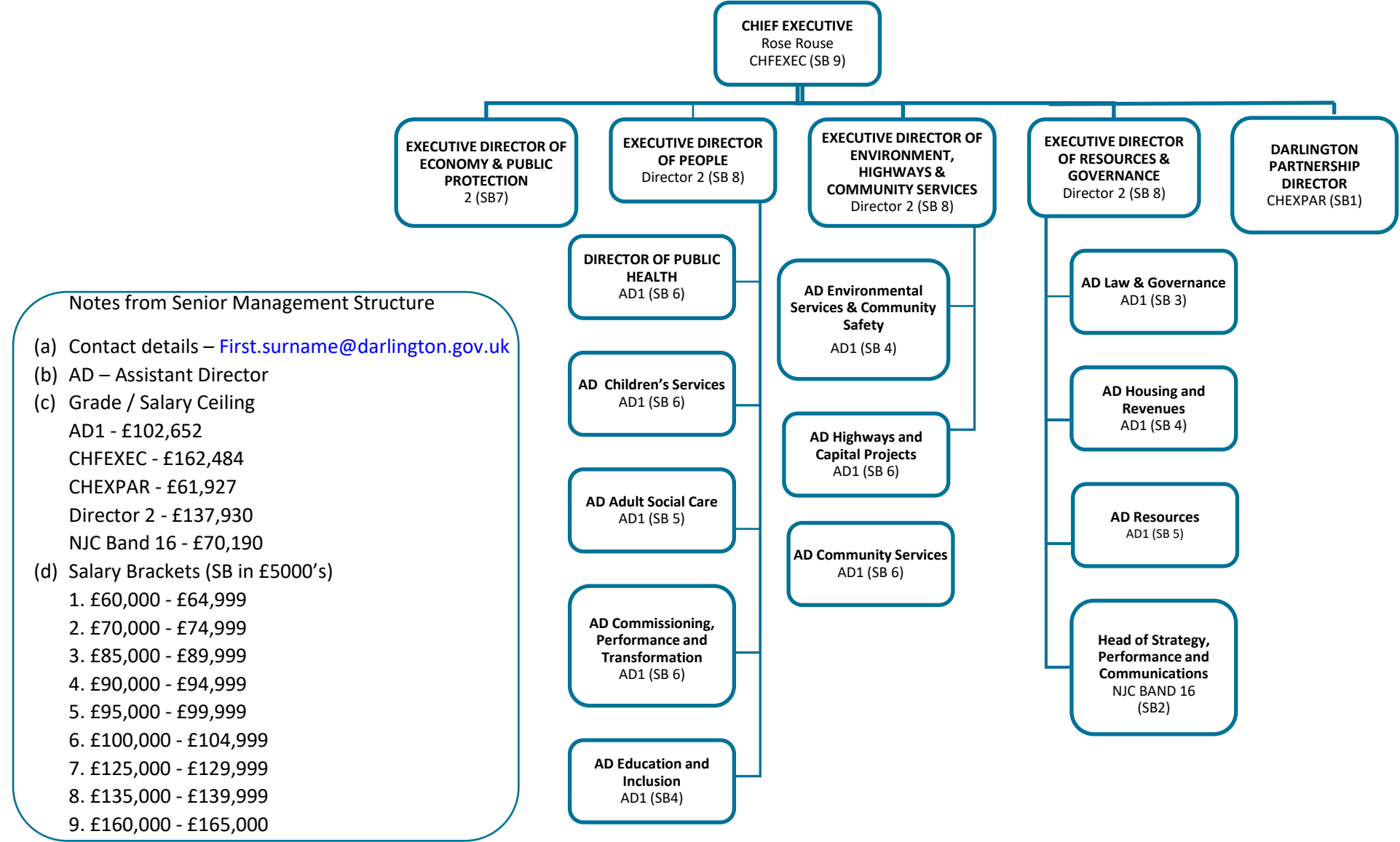
- Managerial leadership and direction of the Council
- Providing the formal response to Cabinet policy direction and the development of corporate policy and initiatives for Cabinet consideration
- Co-ordinating and commissioning council-wide activity, planning and programme management

COE comprises of four senior officers:

- Chief Executive – Rose Rouse
- Executive Director of Economy and Public Protection
- Executive Director of Environment, Highways and Community Services
- Executive Director of People Group
- Executive Director of Resources and Governance

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	
Architectural Officer	Programme Manager
Building Design Manager	Registered Manager (Children's)
Building Surveying Manager	Residential Child Care Worker
Business Growth & Investment Manager	Safeguarding Board Business Manager
Complaints & Information Governance Manager	SEN Team Manager
Construction Manager Work Sites	SEND Commissioning Manager
Democratic Services Manager	Senior Civils Manager
Development Manager	Senior Practitioner
DRHQ Development Director	Senior Registered Manager
Educational Psychologist	Senior Strategic Commissioning Manager
Estates and Property Manager	Service Manager - Care Planning
Gas Fitter	Social Worker
HGV Technician	Strategic Commissioning Manager
Highways Inspector	Team Manager - Adult Social Care x6
Housing Asset & Compliance Manager	Team Manager - Children's x8
Housing Buildings Manager	Trading Standards / Animal Welfare Manager
Investment and Funding Manager	Web Manager
Learning & Skills Manager	YOS Operational Manager
Principal Environmental Health Officer	Performance, Analysis & Strategy Manager
Principal Lawyer (People Services)	Workforce Develop Commission
Procurement Manager	
£55,000 - £59,999	
Capital Project Manager	HR Manager - Policy and Organisational Development
Curriculum & Standards Advisory Lead	Joiner
Electrician	Principal Lawyer (Commercial)
Finance Manager - Adults / Housing	Registered Manager (Children's)
Finance Manager - Central / Treasury Management	Service Manager
Finance Manager - People / Resources	Service Manager - First Response
Finance Manager - Place	Service Manager - Independent Review & Safeguarding Partnership
Gas Fitter	Service Manager - Safeguarding Adults
Head of Leisure Services	Service Manager - Safeguarding and LATC
Head of Property Asset Management	Service Manager Learning disabilities and Mental Health
Head of Service - Planning Policy, Economic Strategy & Environment	Site Manager
Health & Safety Manager	Systems Strategy and Development Manager
HGV Technician	Team Manager - Mental Health
HR Manager - Advisory & Org Change	
£60,000 - £64,999	
Darlington Partnership Director	Head of Service - Looked After Children Resource
Educational Psychologist	Head of Skills and Employability
Elections Manager	Highway Design Manager
Electrician	Registered Manager (Children's)

Gas Manager	SEND Improvement Advisor
Head of Commissioning and Contracts	Senior Educational Psychologist
Head of Highway Network Management	Service Manager - Care Planning
Head of Housing	Virtual School Head
Head of Planning Development Management and Environmental Health	Waste and Transport Services Manager
Head of Practice & Quality	Workshop Team Leader
Head of SEND and Inclusion	
<b>£65,000 - £69,999</b>	
Assistant Director - Community Services (Part time)	Head of Service - First Response and Early Help
Head of Education Partnerships	Principal Educational Psychologist
Head of Highway Operations & Building Construct	Senior Residential Child Care Worker
Head of Performance and Transformation	
<b>£70,000 - £74,999</b>	
Head of Capital Projects	Head of Strategy, Performance & Communications
Head of Environmental Services	Public Health Specialist
Head of Service - Assessment & Care Planning	Head of Strategy, Performance & Communications
Head of Service - Adults	
<b>£75,000 - £79,999</b>	
Head of Culture & Heritage	
<b>£85,000 - £89,999</b>	
Assistant Director - Housing & Revenues	
<b>£90,000 - £94,999</b>	
Assistant Director - Education & Inclusion	Assistant Director - Resources
<b>£95,000 - £99,999</b>	
Assistant Director - Adults Social Care	Director of Public Health
<b>£100,000 - £104,999</b>	
Assistant Director - Economic Growth	Assistant Director - Commissioning, Performance & Transformation
Assistant Director - Children's Services	Asst Director - Highways & Capital Projects
<b>£120,000 - £124,999</b>	
Assistant Director - Law & Governance	
<b>£135,000 - £139,999</b>	
Group Director of Operations	Group Director of Services
<b>£140,000 - £144,999</b>	
Group Director of People	
<b>£160,000 - £164,999</b>	
Chief Executive	

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

## Chief Execs &amp; Economy &amp; Public Protection

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	Head of the Council's Paid Service to be responsible for: <ul style="list-style-type: none"> <li>• Securing the staff and other resources needed to deliver high quality cost effective services to the people and communities of Darlington.</li> <li>• 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</li> <li>• Working with partners and others to realise Darlington's full potential</li> </ul>	Information to follow	2232
Executive Director – Economy & Public Protection – COE	Director 2 122,247 – 137,930	Permanent	Responsible for providing strategic leadership and direction across the range of services and functions that contribute to the Economy of Darlington.	Information to follow	71
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
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	5



Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
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	10
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	22
Environmental Health Manager (Environmental Protection)	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.	Information to follow	4
Environmental Health Manager (Commercial)	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.	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	5
Building Control Manager	NJC 49,764 – 52,805	Permanent	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
Darlington Partnerships Director	CHEXPART 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

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
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

## Environment, Highways & Community Services

Job Title	Grade & Grade Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Executive Director of Environment, Highways & Community 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	854
Head of Community Safety	NJC 53,867 – 57,057	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 enforcement, parking compliance, licensing, trading standards, dog warden and Prevent and Contest.	Information to follow	44
Assistant Director – Highways & Capital Projects – COB (Chief Officers Board Member)	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	182
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	5
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

Job Title	Grade & Grade Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
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	78
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
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	10
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	8
Assistant Director Community Services - COB	AD 1 85,883 – 102,652	Temporary	The post holder is leading on a fixed term project.	Information to follow	0
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	192
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	221
Programming and Development Director	NJC 49,764 – 52,805	Permanent	To provide artistic, programming and development leadership for the Hippodrome Theatre.	Information to follow	126
Darlington Railway Heritage Quarter 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	54

Job Title	Grade & Grade Salary	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Assistant Director - Environmental Services & Community Safety	AD 1 85,883 – 102,652	Permanent	Responsible for the effective leadership, development and day-to-day delivery of Environmental and Community Safety services contributing to outcomes for Darlington as a Place.	Information to follow	255
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	208
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	69

## People Group

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Executive 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	748
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	194
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	185
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 (x8)	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	150
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	19
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	6
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	108
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	42

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Head of Educational Partnerships	Soulbury 61,271 – 68,811	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	20
SEND & Inclusion Advisory Lead	Soulbury 55,250 – 64,001	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
Principal Educational Psychologist	Soulbury 59,807 – 66,748	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 53,995 – 64,104	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 (x6)	Soulbury 47,688 – 63,394	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 54,125 – 62,634	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
Advisory Teacher (Early Years/Primary)	Soulbury 54,125 – 62,634	Permanent	Information to follow	Information to follow	0
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	5

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
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	285
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	94
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	48
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	13
Head of Service – Assessment, Care Planning & Looked after Care	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	69
Service Manager – Care Planning (x2)	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	77



Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
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	12
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	4
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	38
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	118
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	40
Service Manager – Looked After Children Resource	NJC 53,867 – 57,057	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	77

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Team Manager Children's Social Care (x13)	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	102
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	15
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	19
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	12
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	10

## Resources & Governance

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
Executive Director of Resources & Governance – 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	452
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	34
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
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	61
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	32 (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)

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
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)
Head of HR	NJC 58,152 – 61,249	Permanent	To Providing a professional comprehensive and responsive employee relations advisory service across the organisation. 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	17
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
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	80
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	12
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	3

Job Title	Grade & Grade Range	Contractual Status	Services and Functions	Budget Held	Number of Staff (Headcount)
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	11
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	273
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	124
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	64
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	10
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.	Information to follow	10

## 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
<b>Apprentices</b>					
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 casuals\*) and full-time equivalent employees (FTE), gender, full time / part time status and including / excluding community 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 <sup>st</sup> March 2025	Including Schools			Excluding Schools		
	Female	Male	Total	Female	Male	Total
Full time	716	573	1289	670	564	1234
Part time	775	244	1019	675	233	908
Total	1491	817	2308	1345	797	2142
FTE	1073.22	650.66	1723.88	960.13	634.07	1594.20

\*Excludes 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.

2024-25	Chief Execs & Economic Growth	Operations	People	Services	Total
Headcount	77	435	671	651	1834
All leavers	11	40	75	76	202
Turnover rate %	14.3	9.2	11.2	11.7	11.0
Voluntary leavers	11	28	62	53	154
Turnover rate %	14.3	6.4	9.2	8.1	8.4

## Retirements

47 employees retired from Darlington Borough Council during 2024-25

## 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
------	---------

2024-25

10.24

## 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.

2024-25	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	1	0	0	0	1
55+	0	0	0	0	0	0
Total	0	1	0	0	0	0
Overall Total	1		0		1	

## Disciplinary cases

HR were involved in 39 disciplinary cases which concluded during 2024-25

Trade Union Facility Time

### Table 1

#### Relevant Union Officials to be updated for 2024-25

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 2025 – Includes Community Schools

Age Band	Upskilling of Existing Employees	Apprentices	Total
16 - 19	1	6	7
20 – 29	11	6	17
30 – 39	12	2	14
40 – 49	12	0	12
50 – 59	4	0	4
<b>Total</b>	<b>40</b>	<b>14</b>	<b>54</b>

## Violent incidence reports

2024-25	Type of Incident	
Service Area	Physical Assault	Threatening Behaviour
Economic Growth	1	0
Housing & Revenues	21	3
Law & Governance	1	0
Resources	0	0
Strategy, Performance & Communications	0	0
Adults Social Care	7	9
Children's Services	28	35
Commissioning, Performance & Transformation	0	0
Education (Excluding Schools)	0	5
Public Health	0	1
Community Safety	3	0
Community Services	36	7
Transport & Capital Projects	4	0
<b>Total</b>	<b>101</b>	<b>60</b>

## Archive Tables

Number of employees at Darlington Borough Council

<b>31<sup>st</sup> March 2024</b>	<b>Including Schools</b>			<b>Excluding Schools</b>		
	Female	Male	Total	Female	Male	Total
<b>Full time</b>	787	586	1373	681	566	1247
<b>Part time</b>	805	238	1,054	715	246	961
<b>Total</b>	1592	835	2427*	1396	812	2208*
<b>FTE</b>	1093.29	645.52	1738.81	945.46	625.68	1571.14

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

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

\*Includes 93 casual Election Enumerators who only work during elections.

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

\*Includes 100 casual Election Enumerators who only work during elections.

<b>31<sup>st</sup> March 2021</b>	<b>Including Schools</b>			<b>Excluding Schools</b>		
	Female	Male	Total	Female	Male	Total
<b>Full time</b>	724	551	1275	597	534	1131

<b>Part time</b>	777	187	964	690	184	874
<b>Total</b>	1501	738	2239*	1287	718	2005*
<b>FTE</b>	1045.80	599.12	1644.92	889.65	581.60	1471.25

\*Includes 99 casual Election Enumerators who only work during elections.

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

\* Includes 143 casual Election Enumerators who only work during elections.

#### Turnover rate (Excludes Casuals)

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

<b>2022-23</b>	<b>Chief Execs &amp; Economic Growth</b>	<b>Operations</b>	<b>People</b>	<b>Services</b>	<b>Schools</b>	<b>Total</b>
<b>Average headcount</b>	62	349	649	649	228	1937
<b>All leavers</b>	4	37	84	82	40	247
<b>Turnover rate %</b>	6.5	10.6	12.9	12.6	17.5	12.8
<b>Voluntary leavers</b>	4	34	72	57	30	197

<b>Turnover rate %</b>	6.5	9.7	11.1	8.8	13.2	10.2
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<b>2021-22</b>	<b>Chief Execs &amp; Economic Growth</b>	<b>Operations</b>	<b>People</b>	<b>Services</b>	<b>Schools</b>	<b>Total</b>
<b>Average headcount</b>	59	336.5	642.5	667	227.5	1932.5
<b>All leavers</b>	4	46	82	68	46	246
<b>Turnover rate %</b>	6.8	13.7	12.8	10.2	20.2	12.7
<b>Voluntary leavers</b>	4	39	72	61	34	210
<b>Turnover rate %</b>	6.8	11.6	11.2	9.1	14.9	10.9

<b>2020-21</b>	<b>Children &amp; Adult Services</b>	<b>Economic Growth &amp; Neighbourhood Services</b>	<b>Resources</b>	<b>Schools</b>	<b>Total</b>
<b>Average headcount</b>	632	923	165	225	1944
<b>All leavers</b>	66	69	9	23	167
<b>Turnover rate %</b>	10.4	7.5	5.5	10.2	8.6
<b>Voluntary leavers</b>	55	53	9	14	131
<b>Turnover rate %</b>	8.7	5.7	5.5	6.2	6.7

<b>2019-20</b>	<b>Children &amp; Adult Services</b>	<b>Economic Growth &amp; Neighbourhood Services</b>	<b>Resources</b>	<b>Schools</b>	<b>Total</b>
<b>Average headcount</b>	607.5	928.5	162	225.5	1924.5
<b>All leavers</b>	55	100	13	34	202
<b>Turnover rate %</b>	9.1	10.8	8.0	15.1	10.5
<b>Voluntary leavers</b>	47	71	12	16	146
<b>Turnover rate %</b>	7.7	7.7	7.4	7.1	7.6

## Retirements

- 32 employees retired during 2023-24
- 25 retired during 2022-23
- 43 retired during 2021-22
- 38 retired during 2020-21
- 31 retired during 2019-20

## Sickness absence

Year	Outturn
2023-24	9.33 days
2022-23	9.61 days
2021-22	8.23 days
2020-21	6.69 days
2019-20	8.71 days

## Redundancies

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	

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



<b>Total</b>	0	0	0	0	0	0
<b>Overall Total</b>	0		0		0	

<b>2021-22</b>	<b>Compulsory Redundancies</b>		<b>Voluntary Redundancies</b>		<b>Total Redundancies</b>	
	Female	Male	Female	Male	Female	Male
<b>Age up to &amp; incl. 24</b>	0	0	0	0	0	0
<b>25-34</b>	0	0	0	0	0	0
<b>35-44</b>	0	0	0	0	0	0
<b>45-54</b>	0	0	0	0	0	0
<b>55+</b>	0	1	1	0	1	1
<b>Total</b>	0	1	1	0	1	1
<b>Overall Total</b>	1		1		2	

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

<b>2019/20</b>	<b>Compulsory Redundancies</b>		<b>Voluntary Redundancies</b>		<b>Total Redundancies</b>	
	Female	Male	Female	Male	Female	Male
<b>Age up to &amp; incl. 24</b>	0	0	0	0	0	0
<b>25-34</b>	0	0	0	0	0	0
<b>35-44</b>	1	0	0	0	1	0

<b>45-54</b>	1	0	0	0	1	0
<b>55+</b>	0	0	1	0	1	0
<b>Total</b>	2	0	1	0	3	0
<b>Overall Total</b>	2		1		3	

## Trade Union Facility Time 2023-24

### *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.

## Trade Union Facility Time 2022-23

**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).

## 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	<b>£26,153.99</b>
Total pay bill	£56,313,000
Percentage of pay bill spent on facility time	<b>0.05</b>

*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
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5	5, however only 1.03 FTE of this time is spent on TU duties
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**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	<b>£23,863</b>
Total pay bill	£55,264,000
Percentage of pay bill spent on facility time	<b>0.04</b>

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).

**Number of Apprentices - as at 31st March 2024 – Includes Community Schools**

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

## 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			
<b>Total</b>	<b>31</b>	<b>20</b>	<b>51</b>

Number of Apprentices as at 31<sup>st</sup> March 2022 Includes Community Schools

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

Number of Apprentices as at 31<sup>st</sup> March 2021 Includes Community Schools

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

## Employee 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
<b>Total</b>	<b>38</b>	<b>94</b>

2022-23	Type of Incident	
Service Area	Physical Assault	Threatening Behaviour
<b>Chief Executives and Economic Growth</b>	<b>0</b>	<b>0</b>
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
<b>Total</b>	<b>38</b>	<b>115</b>

2021-22	Type of Incident	
Service Area	Physical Assault	Threatening Behaviour
<b>Chief Executives and Economic Growth</b>	<b>0</b>	<b>1</b>
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
<b>Total</b>	<b>49</b>	<b>73</b>

2020-21	Type of Incident	
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	Physical Assault	Threatening Behaviour
<b>Children &amp; Adults Services</b>	<b>20</b>	<b>43</b>
Adult Social Care	6	2
Children's Services	11	41
Commissioning, Performance & Transformation	0	0
Education	3	0
Public Health	0	0
<b>Economic Growth &amp; Neighbourhood Services</b>	<b>4</b>	<b>13</b>
Community Services	1	5
Economic Growth	0	0
Housing & Building Services	1	8
Highways, Design & Projects	2	0
<b>Resources</b>	<b>0</b>	<b>2</b>
Finance, HR & Strategy, Performance & Communications	0	0
Law & Governance	0	2
Darlington Partnership & Creative Darlington	0	0
<b>Total</b>	<b>24</b>	<b>58</b>

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