



Gender Pay Gap Report 2020

Darlington Borough Council Gender Pay Gap Report 2020

Based on snapshot of data on 31st March 2020 and the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

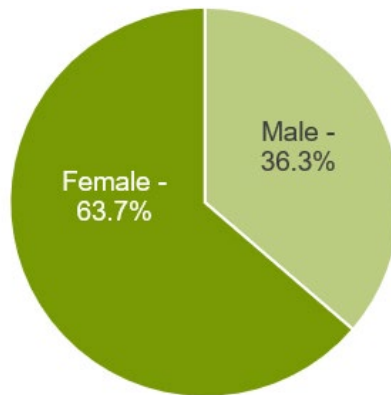


The Council's Gender Pay Gap is 4.8% mean, we will continue to seek to attract and develop a quality workforce to service our community through fair recruitment practices.

We are confident that men and women are paid on equal terms for doing the same jobs across our services. This is managed through job evaluation exercises and the principle of equal pay for equal value regardless of any protected characteristics

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

Our Workforce is made up of;



2020 Gender Pay Gap Data

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

+% denotes generally females received lower pay

-% denotes generally males receive lower pay

Zero % denotes no gap or equal pay

	Mean	Median
Pay Gap %	4.8	2.5
Bonus Pay Gap %	0.0	0.0



Mean Hourly Pay

£13.65

4.8%

£14.33



Median Hourly Pay

£11.97

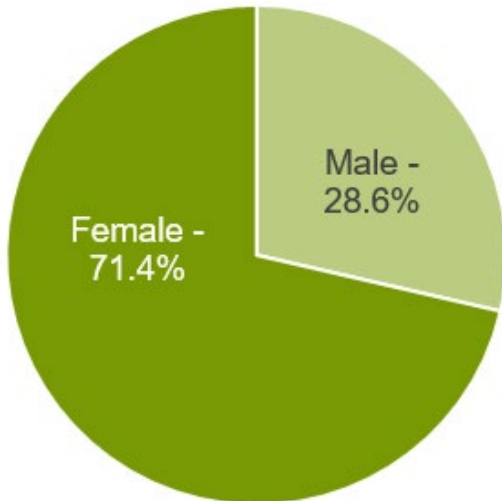
2.5%

£12.28

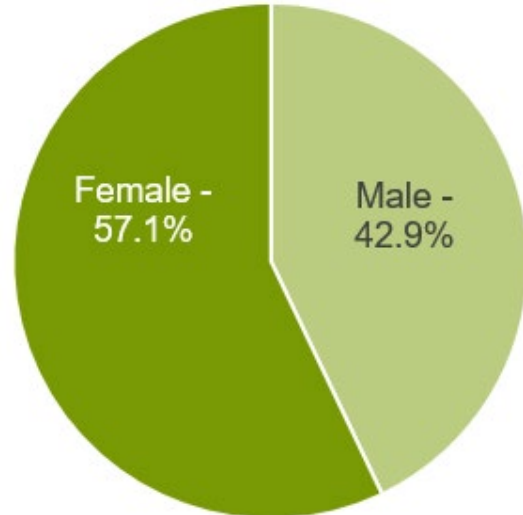
Quartile Pay Bands

Proportion of Female and Male employees in each band

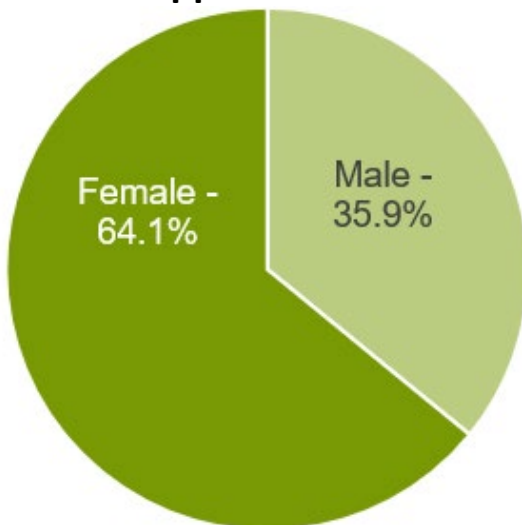
Lower



Lower Middle



Upper Middle



Upper

