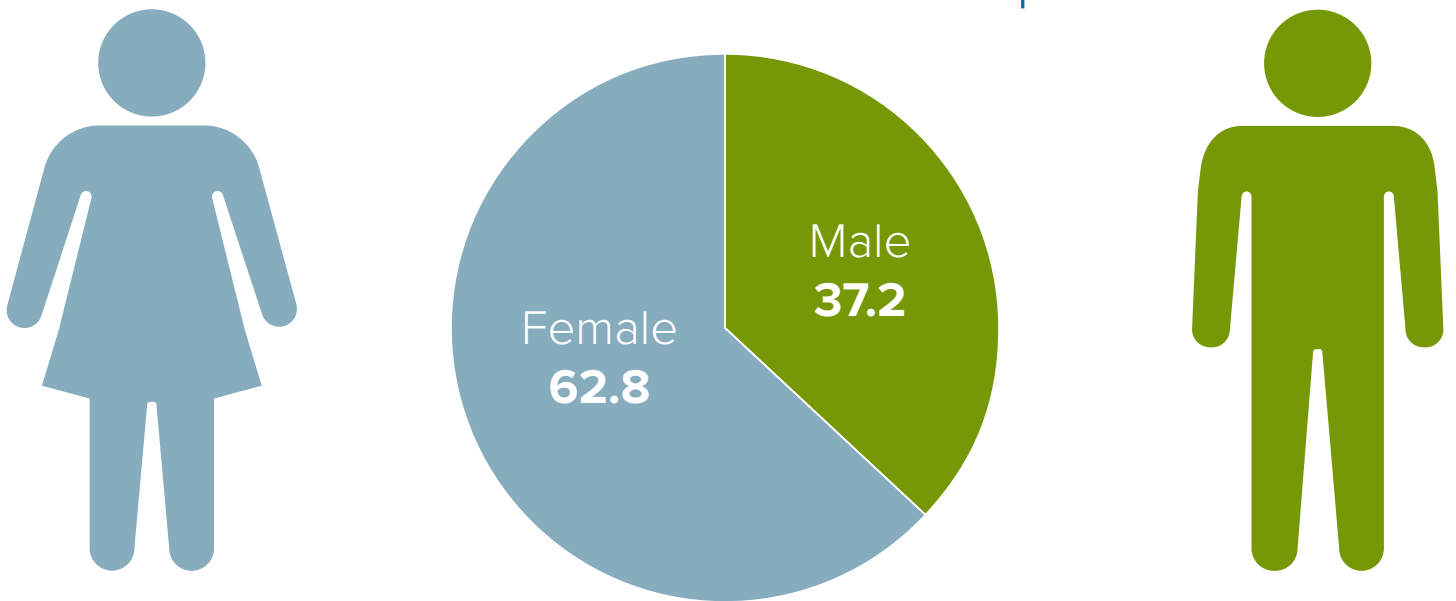


# Darlington Borough Council Gender Pay Gap Report 2023

The Council's Gender Pay Gap is **4.6% mean**, we will continue to seek to attract and develop a quality workforce to service our community through fair recruitment practices.

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

## Our Workforce is made up of



## 2023 Gender Pay Gap Data

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

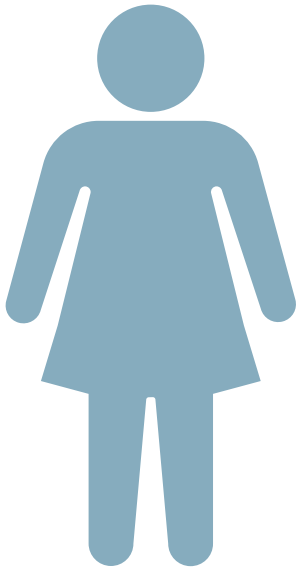
+% denotes generally females received lower pay

-% denotes generally males receive lower pay

**Zero %** denotes no gap or equal pay

	Mean	Median
<b>Pay Gap %</b>	4.6	-1.7
<b>Bonus Pay Gap %</b>	0.0	0.0



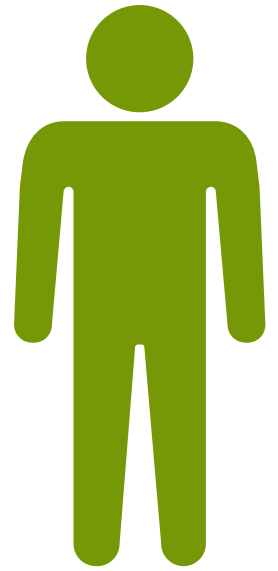


## Mean Hourly Pay

**£15.72**

4.6

**£16.48**



## Median Hourly Pay

**£14.43**

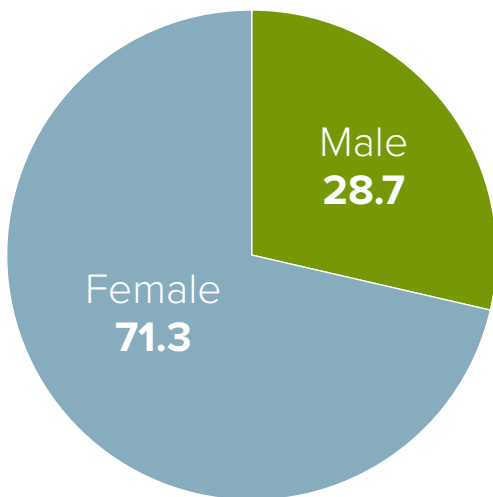
-1.7

**£14.19**

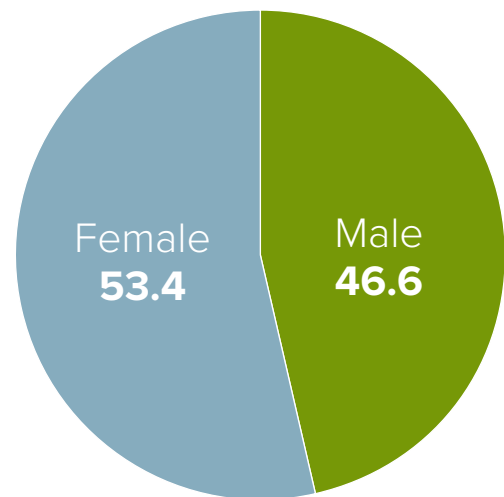
## Quartile Pay Bands

Proportion of Female and Male employees in each band

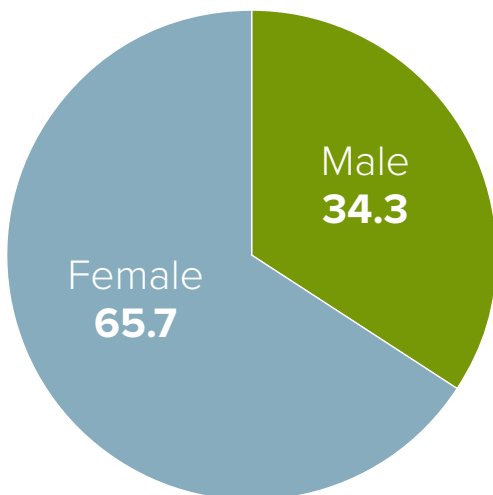
Lower %



Lower Middle %



Upper Middle %



Upper %

