

PAY POLICY STATEMENT 2026/27

Relevant Portfolio Holder	Councillor Karen May
Portfolio Holder Consulted	
Relevant Assistant Director	Hannah Corredor, Assistant Director of Transformation and Corporate Services
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Wards Affected	All
Ward Councillor(s) consulted	N/A
Relevant Council Priority	Sustainability
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS

COUNCIL is asked to RESOLVE that

- 1) the Pay Policy 2026/27 be approved.**
- 2) The budget setting process will confirm the councils commitment to paying the higher level “real living wage” for the coming financial year.**

2. BACKGROUND

- 2.1 The Localism Act 2011 requires English local authorities to produce a Pay Policy Statement (‘the statement’). The Act requires the statement to be approved by Full Council and to be adopted by 31st March each year for the subsequent financial year.

The proposed Pay Policy Statement 2026/27 for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
- (b) The remuneration of its lowest-paid employees, and
- (c) The relationship between-
 - (i) The remuneration of its chief officers, and
 - (ii) The remuneration of its employees who are not chief officers.

The provisions within the Localism Act 2011 bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

3. OPERATIONAL ISSUES

- 3.1 The Pay Policy Statement is in place to ensure that employees receive the appropriate remuneration during the financial year.

4. FINANCIAL IMPLICATIONS

- 4.1 All financial implications will be addressed as part of the budget setting process and posts are fully budgeted for.

5. LEGAL IMPLICATIONS

- 5.1 The Localism Act 2011 requires English local authorities to produce a Pay Policy Statement. The Act requires the statement to be approved by Full Council and to be adopted by 31st March each year for the subsequent financial year.

6. OTHER - IMPLICATIONS

6.1 Local Government Reorganisation

There are no specific implications for local government reorganisation.

6.2 Climate Change Implications

There are no specific climate change implications.

6.3 Equalities and Diversity Implications

There are no implications in relation to this report.

7. RISK MANAGEMENT

- 7.1 There is a risk that if Members do not approve the Pay Policy Statement, then the Council will not be compliant with legal requirements.

8. APPENDICES and BACKGROUND PAPERS

- 8.1 Appendix A – Pay Policy 2026/27