



Tuesday, 24 February 2026

Dear Sir/Madam,

A meeting of the Council will be held on Wednesday, 4 March 2026 in the Council Chamber, Council Offices, Foster Avenue, Beeston NG9 1AB, commencing at 7.00 pm.

Should you require advice on declaring an interest in any item on the agenda, please contact the Monitoring Officer at your earliest convenience.

Yours faithfully,

Zulfiqar Darr
Interim Chief Executive

To Councillors:

D Bagshaw	D L MacRae
S A Bagshaw	R D MacRae
P J Bales	T J Marsh
L A Ball BEM	G Marshall
M Brown	J W McGrath
R Bullock	W Mee
G Bunn	J M Owen
B C Carr	P J Owen
C Carr	S Paterson
S J Carr	D D Pringle
S L Camplin	M Radulovic MBE
A Cooper	H E Skinner
H L Crosby	P A Smith
J Couch	V C Smith
T A Cullen	A W G A Stockwell
S Dannheimer	C M Tideswell
H J Faccio	D K Watts
K A Harlow	S Webb
S P Jeremiah	E Williamson
S Kerry	E Winfield
H G Khaled MBE	K Woodhead
A Kingdon	
H Land	

A G E N D A

1. Apologies for Absence

To receive apologies for absence.

2. Declarations of Interest

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda.

Further information can be found at: [Member Code of Conduct of Broxtowe Borough Council](#)

3. Minutes

(Pages 5 - 18)

Council is asked to confirm as a correct record the minutes of the meetings held on 17 December 2025, 2 January 2026 and 28 January 2026.

4. Mayor's Announcements

5. Independent Remuneration Panel - Pay Award and Review of Allowances

(Pages 19 - 22)

To inform Members of the proposed pay allowance rates for Members for 2026/27 based on the Cabinet governance model.

6. Pay Policy 2026/27

(Pages 23 - 48)

At its meeting on 3 February 2026 Cabinet considered the Pay Policy for 2026/27 prior to its submission to full Council. The Pay Policy statement for 2026/27 set out the Council's policies relating to the remuneration of its senior officers, the remuneration of its lowest paid employees. Each Local Authority had a statutory obligation to publish an annual Pay Policy Statement.

7. Appointments to Committees and Working Groups

To make appointments to committees and working groups.

8. Approval of the Revenue and Capital Budgets, Capital Strategy, Treasury Management Strategy, Investments Strategy, General Fund Medium Term Financial Strategy and Setting the Council Tax for the Financial Year Commencing 1 April 2026 (Pages 49 - 56)

To approve the capital and revenue budget proposals together with the Capital Strategy, Prudential Indicators, Treasury Management Strategy, Investment Strategy and the General Fund Medium Term Financial Strategy and to set the Council Tax for the financial year 2026/27

(Members should note that, in accordance with the Local Authorities (Standing Orders) (England) (Amendment Regulations 2014, there will be a recorded vote on this item).

9. Urgent Business

This page is intentionally left blank

COUNCIL

WEDNESDAY, 17 DECEMBER 2025

Present: Councillor R Bullock, Mayor

Councillors: P J Bales
L A Ball BEM
M Brown
G Bunn
S Camplin
C Carr
A Cooper
J Couch
H L Crosby
T A Cullen
S Dannheimer
H J Faccio
K A Harlow
S P Jeremiah
S Kerry
A Kingdon
H Land
T J Marsh
G Marshall
W Mee
J M Owen
P J Owen
S Paterson
M Radulovic MBE
H E Skinner
P A Smith
V C Smith
C M Tideswell
D K Watts
S Webb
E Winfield

68 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors D Bagshaw, S A Bagshaw, B C Carr, S J Carr, H G Khaled MBE, D L MacRae, R D MacRae, J W McGrath, D D Pringle, A W G A Stockwell, E Williamson and K Woodhead.

69 DECLARATIONS OF INTEREST

There were no declarations of interest.

70 MINUTES

The minutes of the meetings held on 15 October and 26 November 2026 were confirmed and signed as a correct record.

71 MAYOR'S ANNOUNCEMENTS

The Mayor gave a brief résumé of his engagements since the previous Council meeting and welcomed Councillor Sarah Camplin as a new member of the Council. The Mayor also wished Councillor Ken Woodhead a swift recovery after a recent operation.

72 LEADER'S REPORT

The Leader presented his report and stated that it gave him great pleasure to look back on another year delivering the Council's ambitious programme and that he was looking forward to a promising 2026. The Leader gave thanks and gratitude to all the staff, residents, businesses who have supported our Borough during 2025, especially with the challenging economic times. Gratitude was also offered to public sector colleagues in the NHS, Police, Ambulance and Fire Services.

It was stated that there had been focus on a diverse programme of continued investment in Broxtowe's town centre regeneration, housing, parks and open spaces, and an exciting cultural offer. The Leader remained proud of the Council's economic development and investment strategy, across housing, regeneration, and business growth, which he stated continued to support financial sustainability, and improved our residents' and tenants' lives.

73 PUBLIC QUESTIONS

There were no questions from members of the public.

74 REPORT OF THE PORTFOLIO HOLDER FOR RESOURCES AND PERSONNEL POLICY

The Portfolio Holder for Resources and Personnel Policy presented his report. Responses to questions included that business rates had seen a shift from applied relief and impacts would need to be understood for the implications around the business rates pool. It was further stated that parish and town councils would need to make contributions where possible to remembrance events.

75 REPORT OF THE PORTFOLIO HOLDER FOR ECONOMIC DEVELOPMENT AND ASSET MANAGEMENT

The Portfolio Holder for Economic Development and Asset Management presented his report. Responses to questions included that the warehouses around Bennerley Viaduct could be subdivided if necessary and it was an opportunity to bring

employment to the area. It was further stated that the Kimberley Brewery site was under investigation.

76 REPORT OF THE PORTFOLIO HOLDER FOR HOUSING

The Portfolio Holder for Housing presented her report and expressed disappointment around a tenants' data collection issue and stated that steps had been taken to improve correspondence in the future.

77 REPORT OF THE PORTFOLIO HOLDER FOR LEISURE AND HEALTH

The Portfolio Holder for Leisure and Health presented her report. In response to questions the Portfolio Holder stated that a report would be submitted to Cabinet which provide an update on Bramcote Leisure Centre.

78 REPORT OF THE PORTFOLIO HOLDER FOR ENVIRONMENT AND CLIMATE CHANGE

The Portfolio Holder for Environment and Climate Change presented her report. In response to a question about contamination in green bins and how it could be improved, the Portfolio Holder stated that a film had been made including students that had made an impact on bin contamination.

79 REPORT OF THE PORTFOLIO HOLDER FOR COMMUNITY SAFETY

The Portfolio Holder for Community Safety presented her report and in response to questions stated that she was happy to advocate a support group for families with members who had suicidal tendencies. Graffiti would be removed as soon as it was reported to the Council and responsibilities were also with the police and the County Council.

80 REPORT ON SCRUTINY MATTERS

The Chair of the Overview and Scrutiny Committee updated the Council as to the work of the Committee since the last Council meeting.

81 YOUTH MAYOR'S REPORT ON BROXTOWE YOUTH VOICE ACTIVITIES

The Broxtowe Youth Mayor, Toby Goldszmit, updated the Council on his duties since his appointment.

82 REFERENCES

82.1 ANNUAL CONSTITUTION REVIEW

Members considered the report of the Governance, Audit and Standards Committee and it was stated that further consideration was needed by the Committee, therefore it was proposed by Councillor T J Marsh and seconded by Councillor G Marshall to return the report to the Committee.

On being put to the meeting, the proposal was carried.

82.2 LOCAL COUNCIL TAX SUPPORT SCHEME 2026/27

Members considered the arrangements to operate the Local Council Tax Support Scheme 2026/27.

RESOLVED that the current Local Council Tax Support Scheme remains in place for 2026/27.

Reason

Under section 13A (2) of the Local Government Finance Act 1992, the Council as billing authority must make a localised Council Tax Reduction Scheme in accordance with Schedule 1A to the Act. Each financial year the Council must consider whether to revise its scheme, or to replace it with another scheme.

83 SUBMISSION OF THE GREATER NOTTINGHAM STRATEGIC PLAN FOR EXAMINATION

Members considered a recommendation from Cabinet to submit the Greater Nottingham Strategic Plan to the Secretary of State for Independent Examination. The Greater Nottingham Strategic Plan is a statutory development plan document and part of the Council's Policy Framework and comprises strategic planning policies and strategic site allocations. The Plan had been prepared with Nottingham City and Rushcliffe Borough Councils; separate approvals were simultaneously being sought for the partner authorities.

It was stated by Members that there was no alternative to submitting the plan as the only other option would leave the Council open to speculative development. It was further stated that the submission would consolidate the issue for future generations by bringing hope, investment and securing jobs. The inquiry should be held locally and publicly and the Council should work with developers to ensure environmental contributions.

A recorded vote was requested by Councillor M Radulovic MBE and seconded by at least five other Councillors. The voting was as follows:

<u>For</u>	<u>Against</u>	<u>Abstension</u>
P Bales	L A Ball BEM	A Kingdon
M Brown		H Land
R Bullock		D K Watts
G Bunn		
S L Camplin		
C Carr		
A Cooper		
J Couch		
T A Cullen		
S Dannheimer		
S P Jeremiah		
S Kerry		
T J Marsh		
G Marshall		
W Mee		
J M Owen		
P J Owen		
S Paterson		
M Radulovic MBE		
H E Skinner		
P A Smith		
V C Smith		
C M Tideswell		
S Webb		
E Winfield		

RESOLVED that:

- 1. The Greater Nottingham Strategic Plan and accompanying Submission documents be submitted to the Secretary of State for Independent Examination.**
- 2. To confirm that the Council considers that the revised Publication version of the Greater Nottingham Strategic Plan (March 2025) has substantially the same effect on its area as the November 2024 Publication version (which included Gedling Borough Council as a partnering authority).**
- 3. To grant delegated authority to the Assistant Director of Planning and Economic Development, in consultation with the Leader of the Council, to make any necessary minor editing amendments to the Submission draft Greater Nottingham Strategic Plan if required.**
- 4. To request the Planning Examination Inspector(s) to consider the proposed modifications, including supporting the creation of a DH Lawrence County Park north of Eastwood, and recommend any modifications which are necessary to make the Greater Nottingham Strategic Plan sound, under section 20(7C) of the Planning and Compulsory Purchase Act 2004 (as amended).**
- 5. The updated Local Development Scheme (with effect from December 2025) be adopted.**

Reason

The Strategic Plan is in accordance with all of the Council's corporate priorities, particularly providing a good quality home for everyone.

(Councillors D Bagshaw, H Crosby and E Williamson left the meeting prior to voting thereon.)

84 PROGRAMME OF MEETINGS FROM MAY 2026 TO APRIL 2027

Members considered the Programme of Meetings for the period between May 2026 and April 2027.

RESOLVED that the Programme of Meetings be approved.

Reason

This will assist the Council to achieve all of its corporate priorities.

85 MEMBERS' SPEECHES ON WARD ISSUES

There were no speeches on ward issues due to apologies having been sent from Councillors R D MacRae and J W McGrath.

86 QUESTIONS ON OUTSIDE BODIES

There were no questions in relation to Outside Bodies.

87 MEMBERS' QUESTIONS

There were no questions from Members due to apologies having been sent from Councillor J W McGrath.

88 APPOINTMENTS TO COMMITTEES AND WORKING GROUPS

RESOLVED that:

- 1. Councillor S L Camplin be appointed to the Planning Committee and as a substitute on the Governance, Audit & Standards Committee.**
- 2. Councillor S P Jeremiah be appointed to the Liberty Leisure Board of Directors.**

89 ATTENDANCE AT MEETINGS

The Local Government Act 1972 states that when a Councillor fails to attend any meeting for six consecutive months from the date of their last attendance, then, subject to certain exceptions, they cease to be a Member of the authority, unless the Council accepts a reason for the failure to attend before the six months expires. It was put before Members to consider a dispensation for Councillor S A Bagshaw under Section 85 (1) of the Local Government Act 1972 for the period of six months from 10 July 2024 before which forfeiture applies.

On being put to the meeting, the dispensation was rejected.

90 URGENT BUSINESS

There was no urgent business.

This page is intentionally left blank

COUNCIL

FRIDAY, 2 JANUARY 2026

Present: Councillor R Bullock

Councillors: D Bagshaw
S A Bagshaw
P J Bales
M Brown
R Bullock
G Bunn
S Camplin
B C Carr
C Carr
S J Carr
A Cooper
S Dannheimer
H J Faccio
K A Harlow
S P Jeremiah
A Kingdon
T J Marsh
G Marshall
J W McGrath
J M Owen
P J Owen
S Paterson
D D Pringle
M Radulovic MBE
P A Smith
V C Smith
A W G A Stockwell
C M Tideswell
D K Watts
S Webb
E Winfield

Apologies for absence were received from Councillors L A Ball BEM, J Couch, H L Crosby, T A Cullen, S Kerry, H G Khaled MBE, H Land, D L MacRae, R D MacRae, W Mee, H E Skinner, E Williamson and K Woodhead

91. DECLARATIONS OF INTEREST

Councillors D Bagshaw and S A Bagshaw declared a non registrable, pecuniary interest in agenda item 3.

92. ATTENDANCE AT MEETINGS

This item was withdrawn from the agenda.

(Having declared a non-registrable, pecuniary interest, Councillors D Bagshaw and S A Bagshaw left the meeting before discussion or voting thereon.)

COUNCIL

WEDNESDAY, 28 JANUARY 2026

Present: Councillor R Bullock, Mayor

Councillors: P J Bales
L A Ball BEM
M Brown
R Bullock
G Bunn
S Camplin
B C Carr
C Carr
S J Carr
A Cooper
J Couch
T A Cullen
S Dannheimer
K A Harlow
S P Jeremiah
S Kerry
G Marshall
W Mee
J M Owen
P J Owen
S Paterson
D D Pringle
M Radulovic MBE
H E Skinner
P A Smith
V C Smith
C M Tideswell
D K Watts
E Winfield

93 APOLOGIES FOR ABSENCE

The minutes of the meeting were confirmed and signed.

94 DECLARATIONS OF INTEREST

There were no declarations of interest.

95 FREEMEN OF THE BOROUGH

95.1 MRS RUTH HYDE OBE

It was proposed by Councillor G Marshall and seconded by Councillors D K Watts and S J Carr that:

“Ruth Hyde OBE being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Freeman of the Borough of Broxtowe.

That a Certificate of Admission be presented to Ruth Hyde OBE.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Freeman of the Borough of Broxtowe be conferred Ruth Hyde OBE, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which she is held by the members of the Council and her fellow citizens.

The Deputy Mayor presented to Ruth Hyde OBE the Certificate of her Admission as an Honorary Freeman of the Borough and Ruth Hyde OBE thanked the Council for the honour conferred upon her.

95.2 DR PETER ROBINSON

It was proposed by Councillor T A Cullen and seconded by Councillor P J Owen that:

“Dr Peter Robinson being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Freeman of the Borough of Broxtowe.

That a Certificate of Admission be presented to Dr Peter Robinson.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Freeman of the Borough of Broxtowe be conferred upon Dr Peter Robinson, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which he is held by the members of the Council and his fellow citizens.

The Deputy Mayor presented to Dr Peter Robinson the Certificate of his Admission as an Honorary Freeman of the Borough and Dr Peter Robinson thanked the Council for the honour conferred upon him.

95.3 MR RICHARD PRATT

It was proposed by Councillor E Winfield and seconded by Councillor S Dannheimer that:

“Mr Richard Pratt being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Freeman of the Borough of Broxtowe.

That a Certificate of Admission be presented to Mr Richard Pratt.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Freeman of the Borough of Broxtowe be conferred upon Mr Richard Pratt, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which he is held by the members of the Council and his fellow citizens.

The Deputy Mayor presented to Mr Richard Pratt the Certificate of his Admission as an Honorary Freeman of the Borough and Mr Richard Pratt thanked the Council for the honour conferred upon him.

95.4 MR MARK PRESTON

It was proposed by Councillor M Radulovic MBE and seconded by Councillor R Bullock that:

“Mr Mark Preston being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Freeman of the Borough of Broxtowe.

That a Certificate of Admission be presented to Mr Mark Preston.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Freeman of the Borough of Broxtowe be conferred upon Mr Mark Preston, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which he is held by the members of the Council and his fellow citizens.

The Deputy Mayor presented to Mr Mark Preston the Certificate of his Admission as an Honorary Freeman of the Borough and Mr Mark Preston thanked the Council for the honour conferred upon him.

This page is intentionally left blank

Report of the Interim Deputy Chief Executive

Pay Award and Review of Allowances

1. Purpose of Report

To inform the Council of the recommendations from the Independent Remuneration Panel of the proposed pay allowance rates for Members for 2026/27 based on the Cabinet governance model.

2. Recommendation

The Council is asked to RESOLVE that:

- 1. £600 be added to the basic allowance for 2026/27.**
- 2. Members' Allowances be increased by 3% for 2026/27.**

3. Detail

At its meeting on 28 January 2026 the Independent Remuneration Panel conducted a review of allowances and discussed previously considered comparisons of figures for allowances across Nottinghamshire.

The Panel noted the figures for Members' allowances including the proposed increase of 3% for the financial year 2026/27. The Panel discussed the previous year's decision to recommend to full Council that £600 be added to the basic allowance. It was recognised that although this was accepted, the Council remained the payer of the lowest basic allowance. Discussion ensued that a further increase of £600 would move the Council away from the lowest comparative allowance.

In accordance with the Scheme of Members' Allowances approved by the Panel in September 2015, Member allowance rates should increase in line with any employee pay award. A proposed increase of 3% was applied and the proposed new allowance rates are shown in the **Appendix**. It was further stated that an agreement to raise allowances by a fixed 3% would remove any uncertainty around the percentage raise in the employee pay award.

4. Financial Implications

The comments from the Interim Deputy Chief Executive were as follows:

For comparative purposes, the proposed allowances with a 3% increase is shown in the **Appendix**. The full impact of the increase, should it be accepted, would be around £9,900 per annum from 2026/27.

Should the increase of £600 to the basic allowance be accepted the cost per annum from 2026/27 would be a further £26,400. If approved, the additional costs would be funded directly from General Fund Reserve balances.

5. Legal Implications

The comments from the Head of Legal Services were as follows:

It is a requirement of the Local Authorities (Members' Allowances) (England) Regulations 2003 that an Independent Panel on Members' Allowances is arranged to consider issues and put forward recommendations for the Council to consider. It is for the Council to decide on the Members' Allowances Scheme that is put in place, having regard to the Panel's recommendations. Allowances are paid under the Local Government and Housing Act 1989 the Local Government Acts 1972 and 2000 and the Local Authorities Members Allowances Regulations 2003.

6. Human Resources Implications

There were no comments from the Human Resources Manager.

7. Union Comments

Not applicable.

8. Climate Change Implications

Not applicable.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is not a change to policy or a new policy an equality impact assessment not required.

11. Background Papers

Nil.

Appendix

Revised Members' allowances following proposed 3% increase

	<u>No. Applying</u>	<u>Current Rate</u> £	<u>Proposed Rates</u> (£)
Basic Allowance	44	4,767	4,910
<u>Special Responsibility Allowances:</u>			
- Leader	1	15,301	15,760
- Deputy Leader	1	6,764	6,967
<u>Cabinet Members</u>			
- Leader/Chair	1	5,260	5,418
- Deputy Leader/Vice Chair	1	5,260	5,418
- Portfolio Holder Housing	1	5,260	5,418
- Portfolio/Finance	1	5,260	5,418
- Portfolio Holder Leisure and Health	1	5,260	5,418
- Portfolio/Environment	1	5,260	5,418
- Portfolio/Jobs and Economy	1	5,260	5,418
- Portfolio/Community Safety	1	5,260	5,418
- Deputy Portfolio Holder	1	4,409	4,541
- Member Without Portfolio	3	3,439	3,542
<u>Scrutiny Chairs</u>			
- Overview and Scrutiny Chair	1	5,260	5,418
- Vice Chair	2	869	895
<u>Overview and Scrutiny Working Groups*</u>			
- Chair	1	310	319
- Vice Chair	1	103	106

	<u>No. Applying</u>	<u>Current Rate</u> £	<u>Proposed Rates</u> (£)
*Payment to be made as appointed to the Working Group from Overview and Scrutiny Committee on a rotating basis.			
<u>Policy Advisory Working Group</u>			
- Chair	1	3,439	3,542
- Vice Chair	1	869	895
<u>Quasi-Judicial Committees, Board etc.</u>			
- Chair:			
o Planning	1	5,260	5,418
o Licensing Committee	1	5,260	5,418
o Governance, Audit and Standards	1	3,439	3,542
- Vice Chair:			
o Planning	1	869	895
o Licensing Committee	1	869	895
o Governance, Audit and Standards	1	869	895
- Independent Person	2	1,503	1,548
<u>Political Groups – Additional Allowance</u>			
- Leader of Opposition	1	3,439	3,542
- Business Manager	5	333	345
- Deputy Leader of Opposition	1	869	895
<u>Civic</u>			
- Mayor	1	5,260	5,418
- Deputy Mayor	1	1,503	1,548
<u>Outside Bodies</u>			
- Health Lead	1	1,223	1,260
- Chair of Broxtowe Partnership Health Task Group	1	1,223	1,260
- Police and Crime Panel	1	1,223	1,260

Report of the Portfolio Holder for Resources and Personnel Policy

Pay Policy 2026/27

1. Purpose of Report

To seek approval for the 2026/27 Pay Policy

2. Recommendation

Council is asked to RESOLVE that the Pay Policy Statement 2026/27 be approved.

3. Detail

The Pay Policy Statement for 2026/27 sets out, among other items, the Council's policies relating to the remuneration of its senior officers (those at Head of Service level and above), the remuneration of its lowest paid employees and the relationship between the remuneration of its senior officers and the remuneration of its employees who are not senior officers.

The Pay Policy Statement must be approved by a resolution of the full Council before 31 March immediately before the financial year to which it relates. The Pay Policy Statement may be amended by resolution during the year and must be published on the Council's website as soon as possible after approval. Publishing the Pay Policy Statement also meets requirements under the Code of Recommended Practice for Local Authorities on Data Transparency.

The Pay Policy 2026/27 can be seen in **Appendix 1** of this report.

4. Financial Implications

The comments from the Interim Deputy Chief Executive and Section 151 Officer were as follows:

The details in this report, including the current pay grades with an allowance for the anticipated 2026/27 pay award, have been reflected in the budget proposals report considered elsewhere on this agenda.

5. Legal Implications

The comments from the Head of Legal Services were as follows:

The Localism Act 2011, Chapter 8 Pay Accountability, made it a legal requirement for authorities to produce and publish a Pay Policy Statement by the 31 March each year. This must be agreed by the Council and detail the remuneration of its Chief Officers. It is a legal requirement for the Council to publish a Pay Policy

Statement each year which has been agreed by Council. Failure to provide this information could result in the Council being subject to court orders and fines.

6. Human Resources Implications

Not applicable.

7. Union Comments

Not applicable.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is a change to policy an equality impact assessment is included as **Appendix 2** in this report.

11. Background Papers

Nil.



Broxtowe
Borough
COUNCIL

Appendix 1

Pay Policy

2026/27

CONTENTS

PAY POLICY 2025/26 1

1. Introduction 1

2. Main Principles..... 1

3. Scope of the Policy 1

4. Evaluation of Roles at Broxtowe Borough Council 2

5. Broxtowe Local Pay Scale for Chief Officers, Assistant Directors and Heads of Service 2

6. Broxtowe Local Pay Scale for all Posts below Head of Service Level .. 2

7. Terms and Conditions of Employment for Chief Officers, Assistant Directors and Heads of Service 3

 i) Working Hours 3

 ii) Whole-Time Service..... 3

 iii) Allowances 3

 iv) Leave Entitlement 3

 v) Sickness Entitlement 3

 vi) Pension 3

8. Performance Related Pay/Bonus Scheme 4

9. Honoraria and Ex-Gratia Payments 4

10. Expenses 4

11. Market Related Pay 4

12. Recruitment of Chief Officers 4

13. Remuneration of Officers on Recruitment..... 4

14. Levels and Elements of Remuneration for each Chief Officer, Assistant Director and Head of Service 4

15. Chief Officers, Assistant Directors and Heads of Service Leaving Service 5

16. Additional Payments Made to Chief Officers, Assistant Directors and Heads of Service – Election Duties 6

17. Payments made in connection with Electoral Services Functions 6

18. Publication of and Access to Information Relating to Remuneration of Chief Officers, Assistant Directors and Heads of Service	7
19. Definition of Lowest Paid Employee	7
20. Ratio of Pay	7
21. Relationship Between Remuneration of Chief Officers, Assistant Directors and Heads of Service compared with all other employees	7
22. Gender Pay Gap	7
23. Real Living Wage	8
24. Pension Discretions Policy	8
APPENDIX 1 – BROXTOWE LOCAL PAY STRUCTURE – FOR CHIEF OFFICER, ASSISTANT DIRECTOR AND HEAD OF SERVICE POSTS EVALUATED USING HAY SCHEME.....	9
APPENDIX 2 – BROXTOWE LOCAL PAY STRUCTURE – FOR POSTS EVALUATED USING THE GLPC SCHEME.	10
APPENDIX 2a – BROXTOWE LOCAL PAY STRUCTURE – SCALE OF LOCAL ALLOWANCES.....	11
APPENDIX 3 - CHIEF OFFICERS, ASSISTANT DIRECTORS AND HEAD OF SERVICE REMUNERATION TABLE	12
APPENDIX 4 – SCALE OF FEES FOR ELECTORAL FUNCTIONS	13

PAY POLICY 2026/27

1. Introduction

The Council is required to publish a Pay Policy Statement by 31 March each year in accordance with Section 38 of the Localism Act 2011. The purpose of this Statement is to set out the Council's guiding principles of its current reward system and increase accountability in relation to the total remuneration of its Chief Officers, Assistant Directors and Head of Service posts by enabling public scrutiny of that remuneration.

2. Main Principles

This Policy statement confirms the Council's on-going commitment to operate transparent pay systems, whilst recognising that its reward system must be affordable and at the same time support the requirement to provide excellent customer service in accordance with its corporate objectives.

The importance of managing pay fairly will mean that the Council will be able to:

- Attract, motivate and retain appropriately talented people who make a positive contribution to improve the Council's performance and meet future challenges;
- Reflect the market for comparable jobs, with skills and competencies required to meet agreed delivery and performance outcomes;
- Appropriately reward and value employees for their work;
- Operate within the provisions of Chief Officers' pay and conditions as set out in the Joint Negotiating Committee for Chief Executives and Chief Officers of Local Authorities;
- Operate within the provisions of the national agreement on pay and conditions of service as set out in the National Joint Council for Local Government Services.

3. Scope of the Policy

Whilst this Policy specifically covers those employees defined as a Chief Officer within the Local Government and Housing Act 1989, it also makes reference to other levels of employees within the organisation.

The term 'Chief Officer' and 'Deputy Chief Officer' referred to in this Policy (and for the purposes of this Pay Policy statement only) includes:

- a. the Head of Paid service designated under Section 4 (1) of the Local Government and Housing Act 1989 (the Chief Executive);
- b. the Monitoring Officer designated under Section 5 (1) of that Act.
- c. a statutory Chief Officer mentioned in Section 2 (6) (d) of that Act (Section 151 Officer also Deputy Chief Executive);

- d. a non-statutory Chief Officer mentioned in Section 2 (7) of that Act (one Director by virtue of reporting directly to the head of paid service);
- e. a Deputy Chief Officer mentioned in Section 2 (8) of that Act (all Assistant Directors and Heads of Service)

The Council has decided for completeness and transparency to publish information which includes all posts at Assistant Director / Heads of Service (Deputy Chief Officer level). These roles are identified in the Chief Officers, Assistant Director and Head of Service Remuneration Table at appendix 3.

4. Evaluation of Roles at Broxtowe Borough Council

In accordance with the national requirement for all local authorities to review their pay and grading frameworks to ensure fair and consistent practice, all job roles within the Council's structure up to but not including Head of Service level were taken through a comprehensive job evaluation process using the Greater London Provincial Council (GLPC) scheme with implementation of changes to pay and grading taking place on 1 March 2011.

The Council's pay framework for its Chief Executive, Chief Officers, Assistant Directors and Heads of Service was also considered and revised with changes implemented on 1 March 2011, with the grade for each role being determined by a consistent job evaluation process using the Hay scheme.

In January 2022 the Council undertook a review of all posts evaluated under the GLPC scheme. The review started by evaluating posts where recruitment or retention was difficult. Following this all remaining jobs at the Council under the GLPC scheme were reviewed. This review concluded in August 2024 with over 450 posts being evaluated. All roles at the Council continue to be reviewed and evaluated to ensure that pay rates are equitable and non-discriminatory.

5. Broxtowe Local Pay Scale for Chief Officers, Assistant Directors and Heads of Service

The Broxtowe Local Pay Scale for Chief Officers, Assistant Directors and Heads of Service contains six pay grades. The scale is increased in line with the annual national Joint Negotiating Committee pay award for Chief Executives and Chief Officers.

6. Broxtowe Local Pay Scale for all Posts below Head of Service Level

The Council also adopted a local pay scale (BLPS) for all posts below Head of Service level and this is shown, together with the relevant job evaluation points score for each grade, at Appendix 2. Whilst the Council has adopted a local pay scale for this group of employees, it continues to recognise the National Joint Council annual pay award for the Broxtowe Local Pay Scale Appendix 2 and Scale of Local Allowances Appendix 2a. The Council will apply the agreed National Joint Council annual pay award for 2026/27 with effect from 1 April 2026 once it is known.

7. Terms and Conditions of Employment for Chief Officers, Assistant Directors and Heads of Service

The terms and conditions of employment for Chief Officers, Assistant Directors and Heads of Service are subject to collective agreements negotiated with the trade unions recognised by the Council. Agreements reached nationally are set out in the Scheme of Conditions of Service of the Joint Negotiating Committee for Chief Officers. In addition, the Council makes local agreements which are included within the Conditions of Service for Broxtowe employees.

i) Working Hours

Working arrangements for Chief Officers, Assistant Directors and Heads of Service are nominally one of 37 hours (for full time positions), however the seniority and nature of the posts will necessitate the working of additional hours for which there is no additional payment. The grading of the post takes account of the requirement to work outside of the normal working week.

ii) Whole-Time Service

Chief Officers, Assistant Directors and Heads of Service are required to devote their whole-time service to the work of the Council and should not engage in any other business or take up any other additional appointment without the express consent of the Council.

iii) Allowances

Chief Officers, Assistant Directors and Heads of Service are entitled to the reimbursement of one professional fee and one legal practising certificate (if appropriate). All Chief Officer, Assistant Director and Head of Service posts hold designated car user status.

iv) Leave Entitlement

Annual leave entitlement for Chief Officers, Assistant Directors and Heads of Service is 33 days increasing to 35 after 5 years' local government service and 37 days after 10 years Broxtowe Borough Council service, plus 8 statutory days.

v) Sickness Entitlement

Sickness entitlement for Chief Officers, Assistant Directors and Head of Services is in accordance with the provisions of the local government sickness scheme.

vi) Pension

All Chief Officers, Assistant Directors and Heads of Service are entitled to participate in the Local Government Pension Scheme.

8. Performance Related Pay/Bonus Scheme

Broxtowe Borough Council does not operate a performance related pay or bonus scheme for Chief Officers, Assistant Directors and Heads of Service.

Exceptional effort from employees can be rewarded by accelerating increments within the grade band they occupy. The costs of accelerated increments have to be met from existing budgets.

9. Honoraria and Ex-Gratia Payments

The Council operates an Honoraria and Acting Up Payments Policy, the application of which for Chief Officers requires prior Cabinet approval. Cabinet approval for Heads of Services and Assistant Directors will also be required if not within the Head of Paid Services' delegated financial limits.

10. Expenses

In accordance with nationally agreed terms, the Council pays reasonable out-of-pocket expenses actually incurred.

11. Market Related Pay

The grading structures that were introduced for all employees in 2011 were aimed at meeting the current and/or market position for most jobs. The Council introduced a Market Supplement Policy on 29 June 2021. The Market Supplement Policy allows the Council flexibility in meeting the current market value for different job roles, ensuring any issues with the retention or recruitment of employees are minimised.

12. Recruitment of Chief Officers

In accordance with Chapter 2 Part 8 – 17 – Committee Arrangements within the Council's Constitution, the Senior Officer Employment Committee will shortlist and interview candidates for the post of Head of Paid Service and Chief Officers including the Monitoring Officer, Section 151 Officer and any other Chief Officer and to recommend to full Council the appointment of the Head of Paid Service, the Monitoring Officer, Section 151 Officer and other Chief Officer.

13. Remuneration of Officers on Recruitment

Recruitment to the Council will normally be to the first point of the relevant scale designated to the Officer post or will reflect a level commensurate with a candidate's existing skills and experience in the job. This practice applies to all new employees at the Council.

14. Levels and Elements of Remuneration for each Chief Officer, Assistant Director and Head of Service

The table at Appendix 3 provides a breakdown of the elements of remuneration for each Chief Officer, Assistant Director and Head of Service at the Council.

15. Chief Officers, Assistant Directors and Heads of Service Leaving Service

i) Redundancy payments:

The Council's Redundancy and Re-organisation Policy applies equally to all employees across the organisation, including Chief Officers. The Council's Policy operates in accordance with section 220 of the Employment Rights Act 1996. A week's pay is therefore calculated in accordance with the statutory maximum redundancy amount. Approval for any Chief Officer post under the Redundancy Policy must be given by Cabinet.

In a report approved by Cabinet on 23 September 2014, a temporary enhancement of the Council's Voluntary Redundancy (VR) Scheme was again extended for the period 1 October 2014 and 30 September 2015 and further extended to March 2016. A report to Committee in May 2016 confirmed these arrangements would remain in place until changes in governing exit packages has been agreed. In February 2021 HMRC announced the regulations regarding exit payments would be revoked. If the cap on exit payments is reinstated, the enhanced VR Scheme will be reviewed.

The temporary enhancement allows for successful VR applications to be based on actual week's pay rather than statutory entitlement at all levels of employee up to and including Chief Executive. However, the payback of any pension strain and redundancy costs must be covered by savings within three years. The enhancement is aimed at providing employees with greater flexibility and give the Council the opportunity to restructure the workforce around the VR application providing additional opportunities for career development.

ii) Severance Payments – Regulation 6 of the Local Government (Early Termination of Employment/Discretionary Compensation) (England and Wales) Regulations 2006.

The Council may apply discretion on the use of severance payments for employees leaving the Council where criteria such as ill-health retirement or early retirement cannot be met, for example termination on the grounds of efficiency, or where employees have long service and there is a financial and organisational benefit to the Council. Posts at Chief Officer level would need to be determined by the Senior Officers Employment Committee whilst posts at Head of Service and Assistant Director level will be determined by Cabinet.

iii) Flexible Retirement (Regulation 18, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

The Council operates a flexible retirement scheme which is available for all employees to apply for, including Chief Officers, subject to the appropriate criteria being met. Under this Policy Cabinet is required to provide approval for posts at Chief Officer level.

iv) Early Retirement – Members of the Local Government Pension Scheme

Employees, including Chief Officers, may apply to the Council for consideration of early retirement if they are over the age of 55. Any pension and lump sum which may be payable has to be reduced by percentages decided by an actuary.

If, in the Council's opinion, there are grounds of compassion which are fair and justifiable. Any request by an employee (at any level) for the discretion to be exercised must clearly establish real and ongoing reasons to substantiate why the discretion should be allowed. The cost of approval must be given proper weight and all applications would be considered by Cabinet.

v) Augmentation of Scheme Membership on Termination of Employment (Regulation 12, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

Applications from Officers at all levels (including Chief Officers) will only be considered under this discretion in circumstances that are exceptional or specifically determined by Cabinet.

16. Additional Payments Made to Chief Officers, Assistant Directors and Heads of Service – Election Duties

The Chief Executive is nominated as the Returning Officer. In accordance with the national agreement, the Chief Executive is entitled to receive and retain the personal fees arising from performing the duties of Returning Officer, Acting Returning Officer, Deputy Returning Officer or Deputy Acting Returning Officer and similar positions which he or she performs subject to the payment of pension contributions thereon, where appropriate.

The role of Deputy Returning Officer will be assigned to the required Officers working on the election. Deputy Returning Officers will receive payment in accordance with Appendix 4.

Payments to the Returning Officer are governed as follows:

- for national elections, fees are prescribed by legislation;
- for local elections, fees are determined within a local framework used by other district councils within the county. This framework is applied consistently and is reviewed periodically by lead Electoral Services Officers within Nottinghamshire.

As these fees are related to performance and delivery of specific elections duties, they are distinct from the process for the determination of pay for Chief Officers, Assistant Directors and Heads of Service.

17. Payments made in connection with Electoral Services Functions

Fees for all employees employed in connection with the Electoral Services function are reviewed and approved by Cabinet or full Council as and when appropriate. The proposed employee fees for electoral services is shown in Appendix 4.

In line with employment legislation all employees who work on an election and are paid via an hourly rate, will receive holiday pay. This holiday pay is 12.07% of the worker's earnings. This calculation is standard for all irregular hours' employees in the UK.

18. Publication of and Access to Information Relating to Remuneration of Chief Officers, Assistant Directors and Heads of Service

The Council publishes information relating to the remuneration of its Chief Officers, Assistant Directors and Heads of Service on its website and which it updates annually. The Council also publishes each year within its annual Statement of Accounts, the salary and fees of all Chief Officers, Assistant Directors and Heads of Service whose earnings exceed £50,000.

19. Definition of Lowest Paid Employee

In April 2020 grade 2 and grade 3 were reduced to one spinal point within the grade. This provided balance to both grades 2 and 3. The lowest evaluated score in accordance with the GLPC job evaluation scheme remains the post of cleaner with 202 points and this falls within grade 2 of the Broxtowe Local Pay Scale.

On 31 March 2026 the salary difference between the lowest paid employee and the highest paid employee will be £105,468.

20. Ratio of Pay

The ratio of the pay of the Council's top earner (Chief Executive) to that of its median earner is currently 3.81:1. This calculation of the pay multiple is based on base salary as at 1 January 2026.

21. Relationship Between Remuneration of Chief Officers, Assistant Directors and Heads of Service compared with all other employees

The Council implemented Single Status for all employees of the Council on 1 March 2011 following Cabinet approval of a new pay and grading structure for Chief Officers, Assistant Directors and Heads of Service on 10 March 2009 and all other employees on 29 June 2010.

The continuing evaluation of posts at all levels demonstrates non-discriminatory pay practices and that the Council pays equally for work of equal value.

22. Gender Pay Gap

The production of Gender Pay Gap information has been a mandatory requirement since April 2017. The gender pay gap is calculated as the average difference between male and female earnings as a percentage of male earnings.

Note: The mean is an average. It is the grand total divided by the number of data points. The median is the middle value in a sample sorted into ascending order. If the sample contains an even number of values, the median is defined as the mean of the middle two.

The Gender Pay Gap for 2024/2025 as published on GOV.UK and the Council's website by hourly rate is as follows:

All Employees		All Employees	
Mean male hourly rate	17.2253	Median male hourly rate	15.5109
Mean female hourly rate	16.6613	Median female hourly rate	14.4919
Gender Pay Gap	3.33%	Gender Pay Gap	6.57%
Full Time Employees		Full Time All Employees	
Mean male hourly rate	17.5184	Median male hourly rate	15.5109
Mean female hourly rate	17.9892	Median female hourly rate	15.7763
Gender Pay Gap	-2.69%	Gender Pay Gap	-1.71%
Part Time Employees		Part Time All Employees	
Mean male hourly rate	14.1079	Median male hourly rate	13.0427
Mean female hourly rate	14.7357	Median female hourly rate	14.2239
Gender Pay Gap	-4.45%	Gender Pay Gap	-9.06%

23. Real Living Wage

The Real Living Wage provides an hourly rate of pay based on the cost of living for employers inside and outside of London. This Real Living Wage can be paid voluntarily by organisations to show their commitment to meeting the 'real living wage' as it is referred to by the Living Wage Foundation.

The Real Living Wage for 2025/26 was £12.60 for employers outside of London and £13.85 for employers in London. The Broxtowe Local Pay Scales for 2025/26 show that Broxtowe Borough Council paid above the Real Living Wage as the lowest hourly rate in 2025/26 was £12.85. The Real Living Wage for 2026/27 was announced in November 2025 as £13.45 for employees outside of London and £14.80 for employers in London. The pay award for Local Government has not yet been announced for 2026/27. A pay award of 4.66%, or a fixed amount above £1,921, for 2026/27 would result in the Council continuing to pay above the Real Living Wage.

24. Pension Discretions Policy

The Local Government Pension Scheme (LGPS) regulations require employers who participate in the LGPS to draw up and publish a discretions Policy. This Policy should then be kept under review by the Council. Discretions are powers that enable employers to choose how to apply the scheme in respect of certain provisions. The Pension Discretions Policy is the Council's Policy statement detailing all mandatory employer discretions. This Policy was brought into effect in September 2020.

APPENDIX 1 – BROXTOWE LOCAL PAY STRUCTURE – FOR CHIEF OFFICER, ASSISTANT DIRECTOR AND HEAD OF SERVICE POSTS EVALUATED USING HAY SCHEME.

From April 2026

Grade	SCP	2026/27	Hourly Rate
15 0-499	70	£53,364	£27.6598
	71	£54,002	£27.9909
	72	£54,494	£28.2455
	73	£55,971	£29.0110
	74	£57,259	£29.6791
CO1 HoS 500-629	75	£61,757	£32.0103
	76	£63,213	£32.7650
	77	£64,669	£33.5198
	78	£66,120	£34.2719
	79	£67,641	£35.0603
CO2 HoS 630-759	80	£73,375	£38.0323
	81	£75,102	£38.9272
	82	£76,870	£39.8435
	83	£78,680	£40.7818
	84	£80,590	£41.7719
CO3 Dir 760-939	85	£84,426	£43.7602
	86	£86,336	£44.7503
	87	£88,761	£46.0073
	88	£91,183	£47.2628
	89	£93,608	£48.5193
CO4 DCEO 940-1119	90	£100,132	£51.9010
	91	£102,581	£53.1704
	92	£105,033	£54.4413
	93	£107,483	£55.7112
	94	£109,928	£56.9784
CO5 CEO 1120+	95	£115,161	£59.6909
	96	£119,578	£61.9804
	97	£123,989	£64.2666
	98	£125,933	£65.2744
	99	£130,265	£67.5199

Subject to the National Joint Council Pay Award for 2026/27

APPENDIX 2 – BROXTOWE LOCAL PAY STRUCTURE – FOR POSTS EVALUATED USING THE GLPC SCHEME.

From April 2026

JE Score [points]	Grade	SCP	April 2026	Rate
184-240	Grade 2	12	£24,797	£12.8529
		-		
		-		
241-285	Grade 3	15	£25,218	£13.0711
286-324	Grade 4	16	£25,507	£13.2209
		17	£25,989	£13.4707
		18	£26,362	£13.6644
		19	£26,718	£13.8489
		-		
325-365	Grade 5	21	£26,899	£13.9425
		22	£27,373	£14.1880
		23	£27,846	£14.4336
		24	£28,320	£14.6791
		-		
366-401	Grade 6	26	£28,854	£14.9556
		27	£29,316	£15.1953
		28	£29,779	£15.4354
		29	£30,241	£15.6746
		-		
402-439	Grade 7	31	£30,883	£16.0073
		32	£31,411	£16.2811
		33	£31,939	£16.5550
		34	£32,467	£16.8284
		-		

Subject to the National Joint Council Pay Award for 2026/27

JE Score [points]	Grade	SCP	April 2026	Rate
440-469	Grade 8	36	£33,170	£17.1926
		37	£33,716	£17.4761
		38	£34,261	£17.7586
		39	£34,806	£18.0410
		-		
470-500	Grade 9	41	£35,780	£18.5460
		42	£36,375	£18.8541
		43	£36,970	£19.1627
		44	£37,566	£19.4714
		-		
501-533	Grade 10	46	£38,844	£20.1341
		47	£39,504	£20.4759
		48	£40,159	£20.8156
		49	£40,817	£21.1563
		-		
534-563	Grade 11	51	£41,751	£21.6404
		52	£42,378	£21.9657
		53	£43,004	£22.2904
		54	£43,632	£22.6156
		-		
564-593	Grade 12	56	£44,460	£23.0446
		57	£45,130	£23.3923
		58	£45,802	£23.7405
		59	£46,474	£24.0887
		-		
594-622	Grade 13	61	£47,419	£24.5787
		62	£48,042	£24.9013
		63	£48,665	£25.2244
		64	£49,287	£25.5469
		-		
623-653	Grade 14	66	£49,999	£25.9160
		67	£50,498	£26.1744
		68	£50,993	£26.4311
		69	£51,492	£26.6895
		-		
654+	Grade 15	70	£53,364	£27.6598
		71	£54,002	£27.9909
		72	£54,494	£28.2455
		73	£55,971	£29.0110
		74	£57,259	£29.6791

APPENDIX 2a – BROXTOWE LOCAL PAY STRUCTURE – SCALE OF LOCAL ALLOWANCES

Broxtowe Borough Council Local Allowances (Subject to the National Joint Council Pay Award for 2026/27)

	2026/27
Relocation	
Lodging Allowance - per week	86.45
Settling in Allowance	441.95
Mileage Allowances	
Car Mileage Allowance per mile up to 10,000 - (HMRC Rate)	0.45
Car Mileage Allowance per mile over 10,000 - (HMRC Rate)	0.25
Car PSV Rate (Training and Out of County Mileage over 50 miles)	0.22
Motor cycles - per mile	
not exceeding 500cc - (HMRC Rate)	0.24
Exceeding 500cc - (HMRC Rate)	0.24
Pedal cycles - per mile (HMRC Rate)	0.45
Voluntary Reliable Call Out	
Calls initiated between 11.00 pm and 6.0 am	18.42
Calls initiated at other times	13.28
Standby	
Per weekday session	14.39
Per day at weekend or bank holiday	43.15
Emergency Standby Enhancement	29.98
First Aid - per month	15.78
Mental Health First Aid - per month	15.78
Travel and Subsistence Allowances	
Breakfast	7.34
Lunch	10.08
Tea	4.03
Evening Meal	12.43
Out of pocket expenses (Residential Courses)	
per night	5.81
per week	23.16
Long Service / Retirement Awards	
25 Years (Awarded on anniversary)	521.33
Additional Years (Annual amount paid at 5 year intervals or on leaving the authority)	22.55

APPENDIX 3 - CHIEF OFFICERS, ASSISTANT DIRECTORS AND HEAD OF SERVICE REMUNERATION TABLE

Post	Salary Grade	Designated Car User	Professional Fees	BBC Pension Contribution
Chief Executive	CO5	Y	Y	16.8%
Deputy Chief Executive and Section 151 Officer	CO4	Y	Y	16.8%
Executive Director	CO4	Y	Y	16.8%
Director of Legal and Democratic Services (Monitoring Officer)	CO3	Y	Y	16.8%
Assistant Director Housing	CO2	Y	Y	16.8%
Assistant Director Finance Services (Deputy Section 151 Officer)	CO2	Y	Y	16.8%
Assistant Director Environment	CO2	Y	Y	16.8%
Assistant Director Asset Management and Development	CO2	Y	Y	16.8%
Assistant Director Planning and Economic Development	CO2	Y	Y	16.8%
Assistant Director Revenues, Benefits and Customer Services	CO2	Y	Y	16.8%
Assistant Director Corporate Services	CO2	Y	Y	16.8%
Head of Health, Safety, Compliance and Emergency Planning	CO1	Y	Y	16.8%
Head of Legal Services (Deputy Monitoring Officer)	CO1	Y	Y	16.8%
Head of Democratic Services (Deputy Monitoring Officer)	CO1	Y	Y	16.8%
Head of Communities and Community Safety	CO1	Y	Y	16.8%
Head of Environmental Health, Licensing and Private Sector Housing	CO1	Y	Y	16.8%
Head of Economic Development	CO1	Y	Y	16.8%

APPENDIX 4 – SCALE OF FEES FOR ELECTORAL FUNCTIONS

1. Elections

All fees listed below are with effect from 1 April 2026 and are agreed across Nottinghamshire. The Council may make additional payments for roles and tasks undertaken which are not listed below. These additional payments will be funded solely by the Council.

Polling Station Employees Fees

Fee	Scale
Presiding Officer 20% uplift for combination no matter how many polls are combined	*£19.43 per hour
Poll Clerk 20% uplift for combination no matter how many polls are combined	*£12.71 per hour
Polling Station Inspector	*£19.43 per hour
Training fee: For online or face to face training	*Maximum of £48.14
Delivery of training, fee per session	£180.54

Verification & Count Employees Fees

Fee	Scale
Deputy Returning Officer	*£30.09 per hour
Chief Counting Officer	*£36.11 per hour (up to 10pm) *£54.17 per hour (after 10pm)
Count Manager	*£36.11 per hour (up to 10pm) *£54.17 per hour (after 10pm)
Verification and Count Supervisor	*£21.06 per hour (up to 10pm) *£31.59 per hour (after 10pm)
Verification and Count Team Leader	£19.07 per hour (up to 10pm) £28.61 per hour (after 10pm)
Verification and Count Assistant	*£15.05 per hour (up to 10pm) *£22.58 per hour (after 10pm)
Verification of ballot paper accounts	*£15.05 per hour *£22.58 per hour (after 10pm)
Count Set Up	£12.71 per hour
Door Supervisor	£15.05 per hour (up to 10pm) £22.58 per hour (after 10pm)

Postal Voting Employees Fees

Fees for issue or receipt of Postal Votes	Scale
Deputy Returning Officer	£30.09 per hour
Postal Vote Co-ordinator	£24.07 per hour (up to 10pm) £36.11 per hour (after 10pm)
Postal Voting Supervisor	£18.05 per hour (up to 10pm) £27.08 per hour (after 10pm)
Postal Voting Assistant	£15.05 per hour (up to 10pm) £22.58 per hour (after 10pm)

Returning Officer Fees (District / Borough / City)

Fee	Scale
Returning Officer's fee for the 1st 1,000 local electors within each ward for which an election is held	£122.78
Returning Officer's fee for each additional 1,000 electors or part thereof per ward	£40.92
Returning Officer's fee for an uncontested Election	£49.95
Returning Officer's clerical fee per 1,000 electors	£10.10
Returning Officer's fee for postal voting (issue and receipt)	£198.59

Returning Officer Fees (Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£10.10
Returning Officer's fee for postal voting (issue and receipt)	£198.59
For one parish	£150.72
For each additional parish up to 10 in total	£105.35
For each additional parish over 10 in total	£74.74
Additional payment where a parish is divided into wards, payment per ward	£25.04

Returning Officer Fees (Parish when combined with District / Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£10.10
Returning Officer's fee for postal voting (issue and receipt)	£198.59
For one parish	£120.14
For each additional parish up to 10 in total	£100.79
For each additional parish over 10 in total	£60.70
Additional payment where a parish is divided into wards, payment per ward	£14.91

Returning Officer Fees (Parish where uncontested)

Fee	Scale
For one parish	£29.96
For each additional parish up to 10 in total	£29.96
For each additional parish over 10 in total	£14.79
Additional payment where a parish is divided into wards, payment per ward	£14.91

Deputy Returning Officer and other Fees

Fee	Scale
Deputy Returning Officer's fee or Acting Deputy Returning Officer's fee for other duties (excluding count), e.g. processing nominations	£192.58
General clerical employees per 100 electors	£9.76
Media/Comms Lead	£21.06 per hour (up to 10pm) £31.59 per hour (after 10pm)

Media/Comms Assistant	£15.05 per hour (up to 10pm) £22.58 per hour (after 10pm)
Ballot box preparation/filling	£15.05 per hour
Ballot book checking	£15.05 per hour
Ballot box logistics	£19.07 per hour
Poll card hand delivery per poll card	22p
Mobile Phone Use (Maximum per PO)	£3.41

Notes

- *These fees do not include travelling expenses, which are at the discretion of the Returning Officer. Councils may use casual user mileage rates as laid down by the N.J.C. 45 pence per mile (private vehicle) and 24 pence per mile (motor cycle) or 20 pence per mile (bicycle).
- The Enhanced Hourly rate is payable for evening working commencing from 9pm, Overnight, Weekends or Bank Holidays
- Payment of additional fees for working overnight, to reflect unsociable hours, is at the discretion of the Returning Officer.
- Additional fees may be paid to cover the actual and necessary costs incurred by the Returning Officer for all purposes including clerical assistance, in connection with the Election not already included in this scale.
- Payment to core Elections Team working additional time, such as overtime rates, is at discretion of the Returning Officer.
- All Fees are increased annually by the previous year's Local Authority Pay Award. The exception to this will be polling station staff. Poll clerks will be paid as a minimum the National Minimum wage. Presiding Officer fees are to be increased by the same percentage increase as poll clerks to ensure the differential between the two fees is retained owing to the difficulty in recruiting Presiding Officers and their differing levels of responsibility.
- Payment for use of personal mobiles phones to any staff member is at the discretion of the Returning Officer.

2. Electoral Registration

Fee	Scale
Canvass	
For each visit	£12.71per hour
Training – online course only	£10
Training – face to face and online course	£30
Mileage	45p per mile

Appendix 2

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where

a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Executive	Title of the Lead Officer responsible for EIA	Payroll and Job Evaluation Manager
Name of the policy or function to be assessed:	Pay Policy 2026/27		
Title of the Officer undertaking the assessment:	Payroll and Job Evaluation Manager		
Is this a new or an existing policy or function?	Existing (Amended for new financial year)		
<p>1. What are the aims and objectives of the policy or function?</p> <p>The set out the pay conditions for the 2026/27 financial year for all Council employees, in particular senior officers. The Pay Policy is published on the Council's website as part of our statutory obligation but also to provide transparency in payments to senior officers.</p>			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>To meet the statutory obligations of having a Pay Policy approved by Council for the coming financial year. To provide transparency to the public in payments which are made to Council employees.</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>The policy will benefit the Council by meeting statutory obligations. It will benefit the public by providing details of payments made to employees. It will also benefit Council employees as they will be aware of the pay they can expect.</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>Council employees (in particular senior officers)</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <ul style="list-style-type: none"> - Workforce Profile - Declared equality information from the Payroll and HR system 			

Directorate:	Executive	Title of the Lead Officer responsible for EIA	Payroll and Job Evaluation Manager
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands? Employee Survey</p>			
<p>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact? Any changes to the pay structure are consulted upon with employees affected and unions. The annual pay settlement for employees is subject to a national collective negotiation procedure.</p>			
<p>8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:</p>			
<p><input type="checkbox"/> Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified? No. All groups are equally impacted. The Council conducts annual monitoring through its workforce profile which is reported to cabinet. This tracks the impact on employees with protected characteristics.</p>			
<p><input type="checkbox"/> Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified? Yes</p>			
<p><input type="checkbox"/> Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function? No. The council takes proactive steps to raise awareness in relation to the risk of any direct or indirect discrimination, and if barriers are identified to accessing facilities, training or progression, takes steps to address these.</p>			
<p><input type="checkbox"/> Could the policy or function promote or contribute to equality and good relations between different groups? If so, how? It is important that pay policies are seen to be fair and transparent to promote good relationships between all sections of the workforce.</p>			
<p><input type="checkbox"/> What further evidence is needed to understand the impact on equality? N/A</p>			

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: The Council reports on the age of the workforce as part of the statistical information gathered within the yearly Workforce Profile document.

Disability: The Pay Policy will be made accessible for both the intranet and Council website. The Council reports on employees with a disability as part of the statistical information gathered within the yearly Workforce Profile document. The council reports on it's disability pay gap as part of the Workforce Profile document.

Gender: The Council calculates and reports on the gender age gap every year in line with legislation. The most up to date gender pay gap figures can be found in this Pay Policy.

Gender Reassignment: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Marriage and Civil Partnership: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Pregnancy and Maternity: It's believed this equality strand will not be negatively impacted by the Pay Policy. The Council have policies in place to ensure that pregnancy, maternity and paternity rights are protected.

Race: The Council reports on race as part of the statistical information gathered within the yearly Workforce Profile document. The council reports on it's ethnicity pay gap as part of the Workforce Profile document.

Religion and Belief: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Sexual Orientation: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Care Experience: It's believed this equality strand will not be negatively impacted by the Pay Policy.

Executive Director:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: Payroll and Job Evaluation Manager

This page is intentionally left blank

Joint report of the Leader of the Council and the Portfolio Holder for Resources and Personnel Policy

Approval of the Revenue and Capital Budgets, Capital Strategy, Treasury Management Strategy, Investments Strategy, General Fund Medium Term Financial Strategy and Setting the Council Tax for the financial year commencing 1 April 2026

1. Purpose of Report

To approve the capital and revenue budget proposals together with the Capital Strategy, Prudential Indicators, Treasury Management Strategy, Investment Strategy and the General Fund Medium Term Financial Strategy and to set the Council Tax for the financial year 2026/27.

(Members should note that, in accordance with the Local Authorities (Standing Orders) (England) (Amendment Regulations 2014, there will be a recorded vote on this item).

2. Recommendation

The Council is asked to RESOLVE that:

1. The recommendations arising from the Cabinet meeting of 3 February 2026, as set out below, be approved and adopted.
 - The Housing Revenue Account budget as submitted be approved.
 - The General Fund revenue budgets as submitted be approved.
 - The capital submissions and priorities within them be approved and the Interim Deputy Chief Executive and Section 151 Officer be authorised to arrange the financing of the Capital Programme as necessary.
 - The Council Tax Requirement for 2026/27, including special expenses (but excluding local precepting requirements), be £7,216,416.
 - An amount of £760,309 be withdrawn from the General Fund reserves and an amount of £439,883 be taken from General Fund earmarked reserves in 2026/27.
 - The Capital Strategy 2026/27 to 2028/29 be approved.
 - The Minimum Revenue Provision policy as set out be approved.

- The Treasury Management Strategy Statement 2026/27 to 2028/29 be approved.
 - The Investments Strategy 2026/27 to 2028/29 be approved.
 - The General Fund Medium Term Financial Strategy to 2029/30 be approved.
2. It be noted that Cabinet, at its meeting on 27 November 2025, approved the following amounts for the year 2026/27 in accordance with the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012:
- (a) 36,201.43 being the amount calculated by the Council, in accordance with regulation 3 of the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012, as its council tax base for the year.

(b) Part of the Council's area

Parish of Awsworth	629.28
Parish of Brinsley	786.40
Parish of Cossall	237.99
Parish of Eastwood	3,183.61
Parish of Greasley	3,807.97
Parish of Kimberley	1,918.98
Parish of Nuthall	2,284.63
Parish of Stapleford	4,378.60
Parish of Trowell	849.81
Beeston Special Expense Area	17,947.93

being the amounts calculated by the Council, in accordance with regulation 6 of the Regulations as the amounts of its Council Tax Base for the year for dwellings in those parts of its area to which one or more special items relate.

The amount calculated for dwellings in those parts of its area to which no special item relates is 176.23.

3. The following amounts be now calculated by the Council for the year 2026/27 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 (the Act) as amended:
- (a) £59,572,540 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (2) of the Act.

- (b) £51,073,421 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) of the Act.
- (c) £8,499,118 being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council, in accordance with Section 31A (4) of the Act, as its council tax requirement for the year.
- (d) £234.77 being the amount at 3(c) above divided by the amount at 2(a) above, calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its council tax for the year.
- (e) £1,309,152 being the aggregate amount of all special items (including parish precepts and special expenses) referred to in Section 34(1) of the Act.
- (f) £198.61 being the amount at 3(d) above less the result given by dividing the amount at 3(e) above by the amount at 2(a) above, calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its council tax for the year for dwellings in those parts of its area to which no special item relates.
- (g) Part of the Council's Area
- | | |
|------------------------------|---------|
| Parish of Awsworth | £354.35 |
| Parish of Brinsley | £320.13 |
| Parish of Cossall | £261.85 |
| Parish of Eastwood | £268.62 |
| Parish of Greasley | £259.56 |
| Parish of Kimberley | £277.57 |
| Parish of Nuthall | £253.15 |
| Parish of Stapleford | £255.70 |
| Parish of Trowell | £308.04 |
| Beeston Special Expense Area | £200.08 |

being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 2(b) above, calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.

PART OF THE COUNCIL'S AREA	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Parish of Awsworth	236.23	275.61	314.98	354.35	433.09	511.84	590.58	708.70
Parish of Brinsley	213.42	248.99	284.56	320.13	391.27	462.41	533.55	640.26
Parish of Cossall	174.57	203.66	232.76	261.85	320.04	378.23	436.42	523.70
Parish of Eastwood	179.08	208.93	238.77	268.62	328.31	388.01	447.70	537.24
Parish of Greasley	173.04	201.88	230.72	259.56	317.24	374.92	432.60	519.12
Parish of Kimberley	185.05	215.89	246.73	277.57	339.25	400.93	462.62	555.14
Parish of Nuthall	168.77	196.89	225.02	253.15	309.41	365.66	421.92	506.30
Parish of Stapleford	170.47	198.88	227.29	255.70	312.52	369.34	426.17	511.40
Parish of Trowell	205.36	239.59	273.81	308.04	376.49	444.95	513.40	616.08
Beeston Special Expense Area	133.39	155.62	177.85	200.08	244.54	289.00	333.47	400.16
All other parts of the Council's Area	132.41	154.47	176.54	198.61	242.75	286.88	331.02	397.22

being the amounts given by multiplying the amounts at 3(f) and 3(g) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in Valuation Band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

4. That it be noted for the year 2026/27, the Nottinghamshire and City of Nottingham Fire and Rescue Authority, Nottinghamshire County Council and the Nottinghamshire Police and Crime Commissioner are proposing the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown below:

PRECEPTING AUTHORITY	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Nottinghamshire County Council	1,313.42	1,532.32	1,751.23	1,970.13	2,407.94	2,845.74	3,283.55	3,940.26
Nottinghamshire Police and Crime Commissioner	207.40	241.97	276.53	311.10	380.23	449.37	518.50	622.20
Nottinghamshire and City of Nottingham Fire and Rescue Authority	68.14	79.50	90.85	102.21	124.92	147.64	170.35	204.42

5. That, having calculated the aggregate in each case of the amounts at 3(h) and 4 above, the Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2026/27 for each of the categories of dwellings shown below:

PART OF THE COUNCIL'S AREA	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Parish of Awsworth	1,825.19	2,129.40	2,433.59	2,737.79	3,346.18	3,954.59	4,562.98	5,475.58
Parish of Brinsley	1,802.38	2,102.78	2,403.17	2,703.57	3,304.36	3,905.16	4,505.95	5,407.14
Parish of Cossall	1,763.53	2,057.45	2,351.37	2,645.29	3,233.13	3,820.98	4,408.82	5,290.58
Parish of Eastwood	1,768.04	2,062.72	2,357.38	2,652.06	3,241.40	3,830.76	4,420.10	5,304.12
Parish of Greasley	1,762.00	2,055.67	2,349.33	2,643.00	3,230.33	3,817.67	4,405.00	5,286.00
Parish of Kimberley	1,774.01	2,069.68	2,365.34	2,661.01	3,252.34	3,843.68	4,435.02	5,322.02
Parish of Nuthall	1,757.73	2,050.68	2,343.63	2,636.59	3,222.50	3,808.41	4,394.32	5,273.18
Parish of Stapleford	1,759.43	2,052.67	2,345.90	2,639.14	3,225.61	3,812.09	4,398.57	5,278.28
Parish of Trowell	1,794.32	2,093.38	2,392.42	2,691.48	3,289.58	3,887.70	4,485.80	5,382.96
Beeston Special Expense Area	1,722.35	2,009.41	2,296.46	2,583.52	3,157.63	3,731.75	4,305.87	5,167.04
All other parts of the Council's Area	1,721.37	2,008.26	2,295.15	2,582.05	3,155.84	3,729.63	4,303.42	5,164.10

3. Detail

Cabinet, at its meeting held on 3 February 2026, considered a report on Budget Proposals and Associated Strategies dealing with:

- Impact Analysis
- Housing Revenue Account Budget and Council House Rents 2025/26
- General Fund Revenue Budget 2025/26
- Capital Programme 2025/26 to 2027/28
- Capital Strategy 2025/26 to 2027/28
- Treasury Management Strategy Statement 2025/26 to 2027/28
- Investments Strategy 2025/26 to 2027/28, and
- General Fund Medium Term Financial Strategy.

The report and appendices to Cabinet is available on the Council's website at <https://democracyintranet.broxtowe.gov.uk/ielIssueDetails.aspx?Id=22608&PlanId=0&Opt=3#A119021> with a paper hardcopy available upon request.

The decision which reflects the Cabinet recommendations is available at <https://democracyintranet.broxtowe.gov.uk/mgDecisionDetails.aspx?Id=22608&Opt=1>.

The recommendations from that report have been referred to full Council for resolution and these are set out above together with the resolution to set the Council Tax for the 2026/27 financial year.

The figures relating to the precepts from Nottinghamshire County Council, Nottinghamshire Police and Crime Commissioner, and Nottinghamshire and City of Nottingham Fire and Rescue Authority were awaiting confirmation at the time of writing but are presented in line with the expected recommendations. Any late changes from these precepting bodies will be brought to the attention of Members at the Council meeting.

4. Key Decision

This report is a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 and is a decision made or to be made in connection with the discharge of an Executive function which is likely to result in the Council incurring revenue or capital expenditure or savings of £250,000 or more.

5. Updates from Scrutiny

The service and financial plans were considered by the Overview and Scrutiny Committee on 20 and 21 January 2026.

6. Financial Implications

The comments of the Interim Deputy Chief Executive and Section 151 Officer were as follows:

The detailed financial implications are considered in the report and in the earlier report to Cabinet.

7. Legal Implications

The comments from the Head of Legal Services were as follows:

There are no specific legal implications that arise from this report, as the suggested proposals are in accordance with relevant legislation, Council policy and procedures. The recommendation is within the Council's statutory and fiduciary powers.

8. Human Resources Implications

There were no comments from the Human Resources Manager.

9. Union Comments

Not applicable.

10. Climate Change Implications

Climate change implications have been considered as part of the business planning and budget setting process.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil