

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 ahead of Full Council

2. Recommendation

Cabinet is asked to consider the Pay Policy Statement 2026/27 and RECOMMEND to full Council for approval.

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.