



Title	Pay Policy Statement 2025/26
Purpose of the report	To note the report for information
Report status	Public report
Executive Director commissioning report	Louise Duffield, Executive Director of Resources
Report author	Kathryn Cook, Assistant Director HR&OD
Lead Councillor	Councillor Emberson, Lead Councillor for Corporate Services and Resources
Corporate priority	Our Foundations
Recommendations	<ol style="list-style-type: none">1. That Council notes the Council's Pay Policy statement for 2025/2026.

1. Executive Summary

1.1. This report is to confirm the Council's policy on pay for 2025/26 and includes information about changes to pay scales for the Council's workforce.

2. Policy Context

2.1. This Pay Policy Statement meets the statutory duty to provide the Council with a description of the policy on staff remuneration for annual approval. It provides information on remuneration arrangements for staff directly employed by the Council, excluding staff in schools.

2.2. The authority appoints its staff and determines the terms and conditions of service on which they hold office, under Section 112 of the Local Government Act 1972. This includes procedures for dismissal. Separate statutory procedures apply to the Head of Paid Service, Section 151 Officer and Monitoring Officer.

2.3. Sections 38 – 43 of the Localism Act 2011 require that the authority produce a Policy Statement that covers several matters concerning the pay of the Authority's staff, principally Chief Officers. This Policy Statement meets the requirements of the Localism Act in this regard and meets the requirements of guidance issued in February 2012 and February 2013 by the Secretary of State for Communities and Local Government to which the authority is required to have regard under Section 40 of the Act.

3. The Proposal

3.1. The statement is broadly unchanged from the previous year's statement other than it has been updated with the recent nationally agreed pay settlements. The 2025/26 Pay Policy Statement is at Appendix A.

4. Contribution to Strategic Aims

4.1. Our workforce plays an essential role in achieving our ambitions as a Council. The Pay Policy Statement sets out how we remunerate employees in 2025/26.

5. Environmental and Climate Implications

5.1. Not applicable for this report

6. Community Engagement

6.1. Not applicable for this report

7. Equality Implications

7.1. An equality impact assessment is not required for this report – all pay scales, apart from those for the Head of Paid Service and Chief Officers are nationally negotiated.

8. Other Relevant Considerations

8.1. None for this report

9. Legal Implications

9.1. The Council is required to publish its Pay Policy Statement annually. This will be uploaded onto our website.

10. Financial Implications

10.1 The financial implications of the pay changes are included within the MTFP reported separately to Council.

11. Timetable for Implementation

11.1. Not applicable to this report

12. Background Papers

12.1. There are none.

Appendices

1. 2025/26 Pay Policy statement (with annexes)