

Meeting: Council (Budget)
Date: 20 February 2025
Classification: Part 1
Key Decision: No
Title of Report: Pay Policy Statement

Executive Director: Claire Shuter, Executive Director Strategy and Change
Report Author: Caroline Jennings, HR Service Manager
Executive Councillor: Cllr Daniel Cowan, Leader of the Council

1. Executive Summary

- 1.1. The purpose of this report is to consider the Pay Policy Statement 2025/26 in the context of the Council's overall Reward Strategy.

2. Recommendations

- 2.1. That Council agrees the Pay Policy Statement as recommended by the Senior Appointments and Disciplinary Committee.**

3. Background

- 3.1. Section 38 (1) of the Localism Act 2011 required English and Welsh Local Authorities to produce a Pay Policy Statement for 2012/13 and for each financial year after that.
- 3.2. Pay Policy statements have been completed annually from 2013 and have been agreed by Council each year.
- 3.3. This Policy Statement has been reviewed for 2025/26 and updated to include confirmation of the changes to our approach to job evaluation and is attached at **Appendix A**. Attached at **Appendix B** is the Council's Reward Policy which has also been reviewed. It is important that the two documents are read together in order to set senior pay in the context of the Council's overall Reward Strategy.

4. Reasons for Decisions

- 4.1. To ensure compliance with Legislation and ensure transparency with regards our approach to pay and reward.

5. Other Options

5.1. None.

6. Financial Implications

6.1. The details contained in both the Pay Policy Statement and the Reward Policy are in line with agreed salary levels and do not represent an increase in the current cost of salaries.

7. Legal Implications

7.1. The Pay Policy Statement ensures compliance with Section 38(1) of the Localism Act 2011.

8. Policy Context

8.1 The Pay Policy Statement and Reward Policy ensure that staff are rewarded appropriately and supports the recruitment and retention of high-quality staff to aid delivery of the vision for the organisation and city.

9. Carbon Impact

9.1. None.

10. Equalities

10.1. It is critical that the Council's reward system is fair, equitable and consistent to ensure that it accords with the organisational values and complies with Equal Pay legislation.

The Council's job evaluation system ensures that the relative weight of each role is objectively measured using consistent and robust criteria that are free from any bias towards a particular group. Other payments within the reward system are monitored to ensure that staff are being treated fairly regardless of gender, race, age, sexual orientation, disability or religion, gender reassignment, marital or civil partner status, pregnancy or maternity.

11. Consultation

11.1. Consultation on the changes in approach to Job Evaluation have taken place in conjunction with the Unions and as a consequence the Single Status agreement has been updated to reflect the changes.

12. Appendices

12.1. **Appendix A**: Pay Policy Statement 2025/26
Appendix B: Reward Policy

13. Report Authorisation

This report has been approved for publication by:		
	Name:	Date:
Chief Executive	Colin Ansell	10/02/2025
Executive Director(s)	Claire Shuter	10/02/2025
S151 Officer	Joe Chesterton	10/02/2025
Acting Monitoring Officer	Jayne Middleton	10/02/25
Leader of the Council	Cllr Cowan	