

Meeting of:	COUNCIL
Date of Meeting:	11 MARCH 2026
Report Title:	PAY POLICY STATEMENT – 2026/2027
Report Owner: Responsible Chief Officer / Cabinet Member	CHIEF EXECUTIVE CABINET MEMBER FOR RESOURCES
Responsible Officer:	PAUL MILES, GROUP MANAGER HR & OD
Policy Framework and Procedure Rules:	There is no effect upon the Council’s Policy Framework and Procedure Rules as a result of this report.
Executive Summary:	The purpose of this report is to seek Council approval for the Pay Policy Statement for 2026/2027, in accordance with legislative requirements.

1. Purpose of Report

- 1.1 The purpose of this report is to seek Council approval for the Pay Policy Statement for 2026/2027. This is in response to legislative requirements and to provide openness and accountability in relation to how the Council rewards its staff.

2. Background

- 2.1 The Council has a statutory requirement under Section 38(1) of the Localism Act 2011, to prepare a Pay Policy Statement for the new financial year 2026/2027. This statement needs to be approved and published by 31 March 2026.
- 2.2 The Pay Policy Statement for 2026/2027 has been produced on the basis on statutory guidance, advice from the Welsh Local Government Association and guidance from Welsh Government.
- 2.3 The Pay Policy Statement provides the framework for decision making on pay and in particular decision making on senior pay.

3. Current situation/ proposal

- 3.1 The updated Pay Policy Statement for approval is attached at **Appendix 1**.

- 3.2 This has been produced in accordance with the requirements of the Localism Act 2011, which requires all local authorities to develop and make public their policy on all aspects of Chief Officer Remuneration.
- 3.3 In order to achieve further transparency, reference to the pay of other relevant groups has been included within the Pay Policy Statement.
- 3.4 Since its introduction on 1 April 2012, the Pay Policy has developed to take account of relevant guidance, legislation and changes to the Council's senior management structure over recent years. The pay structure relating to this group of staff is at Appendix B, within the Pay Policy, which should also be noted.
- 3.5 Other amendments relate to the Council's accreditation with the Real Living Wage Foundation to become a Real Living Wage employer. The accreditation with the Real Living Wage Foundation demonstrates the Council's commitment to pay the Living Wage rates, which are normally announced in the autumn, with an expectation to be paid by the following May.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

6. Climate Change and Nature Implications

- 6.1 There are no climate change or nature implications as a result of this report.

7. Safeguarding and Corporate Parent Implications

- 7.1 There are no safeguarding and corporate parent implications as a result of this report.

8. Financial Implications

- 8.1 There are no financial implications arising from the recommendations in this report.

9. Recommendation

9.1 It is recommended that Council approves the Pay Policy Statement 2026/2027 attached as **Appendix 1**.

Background documents: None