

**Report for:** Staffing and Remuneration Committee – 2 February 2021

**Title:** Pay Policy Statement 2021/22

**Report**

**authorised by:** Richard Grice - Director for Customers, Transformation & Resources

**Lead Officer:** Dan Paul, Chief People Officer

**Ward(s) affected:** N/A

**Report for Key/**

**Non Key Decision:** N/A

**1. Describe the issue under consideration**

1.1 The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its last Pay Policy Statement at Full Council on 16th March 2020.

1.2 The attached Pay Policy Statement provides an update for publication in April 2021.

**2. Cabinet Member Introduction**

Not required for the S&R Committee.

**3. Recommendations**

3.1 That the Committee approve the draft Pay Policy Statement 2020/21, attached at Appendix A.

3.2 The Director for Customers, Transformation & Resources is also authorised in consultation with the Chair of the Committee to make such amendments to the Pay Policy Statement as considered minor.

3.3 That the Committee remits the Pay Policy Statement (as amended if applicable) for endorsement by Full Council on 22nd March 2021.

**4. Reason for decision**

4.1 In accordance with sections 38 and 39 of the Localism Act 2011 the Council is required to prepare and by resolution of Full Council, approve a Pay Policy Statement for each financial year by the end of 31st March of the previous financial year.

**5. Alternative options considered**

5.1 The Pay Policy Statement is produced annually to comply with the requirements of the Localism Act 2011.

**6. Background information**

- 6.1 The Localism Act 2011 requires relevant authorities to prepare and publish an annual Pay Policy Statement and we have followed the relevant statutory guidance.
- 6.2 The Act does not take away Haringey's powers to make decisions about pay or to set pay policies but do require us to be open about how decisions are made and to promote fair pay in the public sector particularly for lower paid staff.
- 6.3 The Act also stipulates that we should publish our policies towards pay on the Council's website and ensure that these are kept up-to-date.

## **7. Contribution to strategic outcomes**

- 7.1 The Pay Policy Statement is produced annually to comply with the requirements of the Localism Act 2011.

## **8. Statutory Officers' comments**

### **8.1 Corporate Governance**

In accordance with the Localism Act 2011 the Council is required to prepare and by resolution of Full Council, approve a Pay Policy Statement for each financial year by the end of 31 March of the previous financial year. In addition, the Council may resolve to amend its Pay Policy Statement at any time during the financial year.

As soon as is reasonably practicable following approval, the statement must be published, including publication on the Council's website.

The Pay Policy Statement attached fulfils all the requirements of the Localism Act 2011.

### **8.2 Chief Finance Officer**

There are no direct financial implications arising from this report.

### **8.3 Equalities**

The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:

Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act.

Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;

Foster good relations between people who share a relevant protected characteristic and people who do not share it;

A "relevant protected characteristic" is age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Pay Policy Statement supports the Council's approach to remuneration for its workforce in an accountable, fair and transparent way. This therefore supports the Council's equalities policy and promotes equal pay.

## **9. Use of Appendices**

9.1. Appendix A - Haringey Council's Pay Policy Statement

**10. Local Government (Access to Information) Act 1985**

Not Applicable