

REPORT OF THE GENERAL PURPOSES COMMITTEE

FULL COUNCIL – 2 MARCH 2026

Chair: Councillor Cressida Johnson

1. INTRODUCTION

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. This report from the General Purposes Committee meeting on 22 January 2026 recommends that Full Council approves the Pay Policy Statement 2026/27 (attached as appendix 1) for publication in April 2026.

2. PAY POLICY STATEMENT 2026-27

We considered the report on the Pay Policy Statement 2026/27 and noted that this was a statutory report that the Council was required to produce annually, in accordance with the Localism Act 2011.

It was explained that the policy was developed in collaboration with HR, Unions and colleagues across the Council to develop best practice, as well as worked to ACAS best practice guidelines.

The Pay Policy had been updated with new pay ratios and wording in relation to pay on appointment has been clarified in line with changes made to the Job Evaluation Policy.

We agreed to approve the draft Pay Policy Statement 2026/27.

3. RECOMMENDATIONS

Full Council is recommended:

To approve the Pay Policy Statement 2026/27, attached at Appendix A.