

PAY POLICY STATEMENT 2025/26

Relevant Portfolio Holder	Councillors Joe Baker, Leader of Redditch Borough Council
Portfolio Holder Consulted	
Relevant Assistant Director	Pete Carpenter
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Wards Affected	
Ward Councillor(s) consulted	
Relevant Council Priority	
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS

The Committee is asked to RECOMMEND to Council that the Pay Policy as detailed in Appendix 1 to the report be approved.

2. BACKGROUND

The Localism Act requires English and Welsh local authorities to produce a Pay Policy statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31st March each year for the subsequent financial year. The Pay Policy Statement for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
- (b) The remuneration of its lowest-paid employees, and
- (c) The relationship between-
 - (i) The remuneration of its chief officers, and
 - (ii) The remuneration of its employees who are not chief officers.

The provisions within the Localism Act bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

3. OPERATIONAL ISSUES

There are no implications in relation to this report

4. FINANCIAL IMPLICATIONS

All financial implications have already been included as part of the budget setting process and posts are fully budgeted for.

5. LEGAL IMPLICATIONS

The legal implications are contained within the report.

6. OTHER - IMPLICATIONS

There are no implications in relation to this report

Climate Change Implications

There are no specific climate change implications.

Equalities and Diversity Implications

There are no implications in relation to this report

7. RISK MANAGEMENT

There are no implications in relation to this report

8. APPENDICES and BACKGROUND PAPERS

Appendix A – Pay Policy 2025/26