

## Slough Borough Council

<b>Report To:</b>	Employment Committee
<b>Date:</b>	20 <sup>th</sup> January 2026
<b>Subject:</b>	Pay Policy 2026/27
<b>Chief Officer:</b>	Will Tuckley, Chief Executive/Managing Director
<b>Contact Officer:</b>	Tracy Walters, Head of HR Policy & Strategy
<b>Ward(s):</b>	All
<b>Exempt:</b>	No
<b>Appendices:</b>	A – Pay Policy Statement 2026/27

### 1. Summary and Recommendations

1.1 This report sets out to provide members with an update of the revisions to the Pay Policy Statement for the financial year 2026/27 as required by the Localism Act 2011

#### Recommendations:

Employment Committee is requested to recommend the Pay Policy for 2026/27 for approval by full council.

#### Commissioner Review

This report has been reviewed by Commissioners and agreed it can be considered.

### 2. Report

#### Introductory paragraph

The Localism Act 2011 was introduced to give local councils more freedom and make decision-making more transparent and accountable to the public. One important part of the Act is about pay accountability. It requires councils to publish a Pay Policy Statement every year, setting out:

- How we decide pay for our most senior officers.
  - How we define and pay our lowest-paid employees.
  - The relationship between senior pay and the rest of the workforce.
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- a. When the national pay award for 2026/27 is agreed the pay scales will be updated and implemented according to the increase in pay levels.
  - b. Once approved by Full Council the Pay Policy Statement 2026/27, as attached at Appendix A will be published on the Council's website.

Guidance published under the Localism Act – Openness and accountability in local pay – refer to councillors taking a greater role in determining pay, ensuring that those decisions are taken by those who are directly accountable to local people. By publishing the statement, communities have greater access to the information they need to determine whether remuneration, particularly senior remuneration, is appropriate and commensurate with responsibility and set within the context of the pay of the wider workforce.

### 3. Implications of the Recommendation

#### 3.1 *Financial implications*

3.1.1 The expected costs of all Council salaries are included within the annual budget.

#### 3.2 *Legal implications*

3.2.1 Local Authorities are required by section 38 of the Localism Act 2011 (the Act) to prepare a pay policy statement and have regard for any guidance issued under section 40 of the Act and the Supplementary Guidance (on openness and accountability) released in February 2012. The policy statement should cover several matters concerning the pay of the authority's staff, principally Chief Officers and other senior staff.

The Pay Policy Statement appended to this report has been reviewed and meets the requirements of the Localism Act.

3.2.2 The pay policy statement and any in-year amendments to it must be considered by a meeting of Full Council and cannot be delegated to any committee. As these meetings consider the general principles of pay, these meetings should take place in public. Staffing matters are non-executive functions and therefore the pay policy statement should be reviewed by the Employment Committee to allow it to scrutinise the content and make a recommendation to Full Council on its appropriateness.

3.2.3 The Council is expected to set out its approach to publication of and access to information relating to the remuneration of chief officers, including salaries and payments made under contract for services, expenses, bonuses, performance-related pay, as well as contractual arrangements. The Council sets this information out in its pay policy statement, including any market supplements or honoraria being paid and the pay rate for any agency staff fulfilling these roles. The Council can choose to include the rates of pay of other highly paid members of staff if this is relevant in the local circumstances.

3.2.3 The guidance states that authorities should use their pay policy statements to explain their policies toward the reward of chief officers who were previously employed and who were in receipt of a severance or redundancy payment from the authority. The policy includes reference to termination payments, including that any redundancy or severance package in excess of £100,000 will be reported to Full Council.

#### 3.3 *Risk management implications*

3.3.1 There are no risks arising out of this report.

### 3.4 *Environmental implications*

3.4.1 There are no environmental implications arising out of this report

### 3.5 *Equality implications*

3.5.1 The Council has duties under the Equality Act 2010, which include the public sector equality duty and specific duties in relation to publication of a gender pay gap. The Council has in the past chosen to publish information about pay in relation to a wider range of protected characteristics. The Committee should consider the information in the pay policy statement, including the multiplier or relationship between the highest and lowest paid staff. This, alongside equality monitoring data, will allow the committee to consider how it is having due regard to equality of opportunity between staff or applicants with protected characteristics and those without.

### 3.6 *Procurement implications*

3.6.1 None.

### 3.7 *Workforce implications*

3.7.1 The pay policy statement sets out the pay structures for the Council

### 3.8 *Property implications*

3.8.1 None.

## 4. **Background Papers**

None