

Council/Committee:	Full Council
Report Title	Annual Pay Policy Statement and Gender Pay Statement 2025/26
Date of Meeting	Tuesday, 17 March 2026
Report Author	Sharon Booth, Chief People Officer, Mike Jones, Monitoring Officer & Service Director – Governance
Lead Officer	James McLaughlin, Assistant Chief Executive
Wards Affected	N/A
Identify exempt information and exemption category	Open
Appendices (if any)	1. Annual Pay Policy Statement 2025/26 2. Gender Pay Gap 2025/26

1. Executive Summary

- 1.1 This report seeks approval for the Annual Pay Policy Statement for 2025/26, produced in accordance with the requirements of the Localism Act 2011. The statement also includes Gender Pay Gap data that, subject to approval, is required to be published prior to 30 March 2026.

2. Recommendations

For the reasons set out in the report, Full Council is recommended to –

- 2.1 Approve the Annual Pay Policy Statement 2025/26 as set out in Appendix 1 to the report submitted.

3. Proposals – Reasons for the recommendations

- 3.1 The Localism Act 2011 (the Act) requires the Council to prepare a pay policy statement (the statement) every year. The statement must set out the Council's approach to a range of issues relating to the pay of its workforce, particularly the pay relationship and multiples between its senior staff (or 'Chief Officers') and its lowest paid employees.
- 3.2 There is a requirement to consider any national pay settlements agreed by the Joint Negotiating Committee for Chief Executives of Local Authorities and

the Joint Negotiating Committee for Chief Officers of Local Authorities. The national pay award for local authority chief executives and chief officers has been agreed and applied to the salaries as set out in the statement where appropriate.

3.3 Each year the Council is also required by the Equality Act (Specific Duties and Public Authorities) Regulations 2017, to prepare and publish its Gender Pay Gap data as set out in Appendix 2.

3.4 These provisions form part of a range of transparency obligations placed upon local authorities. The statement requires approval by Full Council by 31 March 2026.

4. Alternative Options Considered

4.1 The following alternative option was considered –

4.1.1 **Option 1 - Not to produce a statement.** It is a statutory requirement of ss.38 to 43 of the Localism Act 2011 to produce and publish a pay policy statement. To maintain compliance with this statutory duty, this option was dismissed.

5. Consultation

5.1 There is no requirement to consult staff, trade unions or the public in respect of the pay policy.

6. Financial Implications

6.1 There are no direct financial implications arising from this report. Indirectly the report sets out the Council's arrangements relating to officer pay consistent with statutory obligations and relevant Council policies and procedures.

7. Legal and Governance Implications

7.1 The statement sets out the Council's approach to pay policy in accordance with the requirements of ss.38 to 43 of the Localism Act 2011.

8. Risks

8.1 Publication of these statistics are part of the range of obligations placed upon local authorities to be open and transparent. The report and statement has been prepared in compliance with the Council's Corporate Risk Management Strategy (CRMS) to identify and assess the significant risks associated with this decision/project. Based on the data contained within, no significant risks are identified.

9. Equality and Diversity Implications (including the public sector equality duty)

9.1 The statement outlines the Council's policies in relation to remuneration common to all employees. Details of these implications are to be found within the individual policies.

10. Other Relevant Implications

10.1 Not applicable.

11. Background Documents

11.1 Full Council Meeting, 18 March 2025, Annual Pay Policy Statement 2024/25.

11.2 Full Council Meeting, 19 March 2024, Annual Pay Policy Statement 2023/24.

12. How does this deliver the objectives of the Strategic Themes?

12.1 This report will support the delivery of the following Strategic Themes:-

- **Growing Up in Sandwell** - The Pay Policy Statement supports a stable, skilled and well-motivated workforce across services that directly and indirectly support children and young people. By ensuring fair, transparent and competitive pay arrangements, the Council is better able to recruit and retain the staff needed to deliver high-quality services that help children and families to thrive.
- **Living in Sandwell** - Clear and equitable pay structures contribute to the effective delivery of the full range of frontline and community services relied upon by residents. Ensuring a consistent approach to workforce pay enables the Council to maintain service capacity, uphold standards and sustain public confidence.
- **Healthy in Sandwell** - The Statement underpins the workforce arrangements that support services promoting residents' health, wellbeing and independence. Fair remuneration helps ensure the Council can recruit and retain specialist and frontline staff who deliver essential preventative, public health and adult social care functions.
- **Thriving Economy in Sandwell** - By maintaining transparent, robust and value-for-money pay arrangements, the Council contributes to wider economic stability, responsible public spending and sustained employment across the borough. A well-structured pay framework helps attract professional talent, supporting the effective delivery of regeneration, economic development and place-shaping activity.
- **One Council, One Team Approach** - The Pay Policy Statement reinforces organisational consistency, fairness and accountability in the way all employees are remunerated. A clear framework and transparency supports cohesive workforce culture, strengthens trust, and aligns with the Council's commitment to delivering services collaboratively and efficiently.