

London Borough of Waltham Forest

Report Title	Pay Policy Statement 2026/27
Meeting / Date	Full Council, Thursday 26 February 2026
Directorate	Chief Executive
Report author/ Contact details	Lee Witham Corporate Director of Culture and Workforce Development Chief Executive lee.witham@walthamforest.gov.uk
Wards affected	Non affected
Public access	Open <i>If Exempt, give reasons – see paragraph 10.7 the Access to Information Procedure Rules in Part 8 of the Constitution.</i>
Appendices	Appendix A: Pay Policy Statement 2026/2027 along with supporting documentation as follows: Appendix 1: Non-Chief Officer Posts: Grades and Spinal Points Appendix 2: London Borough of Waltham Forest Education Pay Scales (Soulbury, NEOST, Lecturers: excluding schools) Appendix 3: Chief Officer Grades and Spinal Points Appendix 4: Senior Pay at London Borough of Waltham Forest

1. Summary

- 1.1. This report seeks Council approval of the Pay Policy Statement for 2026/2027 in accordance with the Localism Act 2011 and the Local Government Transparency Code 2015.

2. Recommendation

- 2.1 For the reasons set out in this report, Council is recommended to:
 - 2.1.1 adopt the Pay Policy Statement 2026/27 at Appendix A with supporting documents.
 - 2.1.2 note that the increment progression will be applied as outlined within the Pay Policy Statement for April 2026.

3. Background

- 3.1 The Localism Act 2011 requires every local authority to prepare and publish a pay policy statement for the following financial year. The statement needs to set out the authority's policies relating to remuneration of chief officers in comparison to the non-chief officers within the organisation.
- 3.2 Under the Local Government Transparency Code 2015, the Council is also required to supply additional information regarding trade union representation and associated financial implications.
- 3.3 In addition, the Council also publishes details of all roles at Corporate Director and above (see Appendix 4).
 - 3.3.1 Note, that submission of data is as at 05 December 2025.
- 3.4 There are no substantive policy or financial changes to our Pay Policy.

4. Conclusion

- 4.1 The Pay Policy Statement for 2026/27 is attached in full at **Appendix A**. The statement includes details of the council's remuneration strategy for Chief Officer graded posts as well as the approach taken to non-Chief Officer roles.

5. Implications

5.1 Finance, Value for Money and Risk

The employment cost of all posts including Chief Officers are budgeted for within the Council's staffing costs.

- 5.1.2 Where the Council as an employer has a contractual obligation to pay an employee in line with its redundancy / severance policy, there will be no requirement to attend Full Council.
- 5.1.3 Statutory guidance has set approval mechanisms for the payments made between the sums of £20,000 and £100,000. This requirement is that the authorisation of both the Head of Paid Service and the Leader must be obtained for Special Severance Payments made above the sum of £20,000. Severance payments over £100,000 are matters to be approved by Full Council. The Council has processes in place to ensure compliance with these requirements.

5.2 Legal

Section 38 of the Localism Act requires all local authorities to prepare an annual pay policy statement. This statement must be prepared each financial year and agreed by Full Council before 31st March. The Openness and Accountability in Local Pay guidance was issued by the Secretary of State in February 2012 and supplementary guidance with the same title was issued in February 2013 under these provisions. As it is statutory guidance, local authorities are required to have regard to it.

5.2.1 Section 38 of the Localism Act requires that pay policy statements contain a range of information, including the following:

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

5.2.2 Section 112 of the Local Government Act 1972 provides that local authorities may employ staff and pay them such remuneration as they consider appropriate. However, those provisions are subject to the above requirements to have regard to the council's Pay Policy before setting any level of remuneration.

5.3 Equalities and Diversity

The Council is making progress in improving the experience of its employees with the [Inclusion Action Plan](#) to further enhance this.

The Council continues to explore further actions and ways in which we can reduce our [Gender {GPG} and Ethnicity {EPG} Pay Gaps](#) working with the Racial Equality Network to improve the Ethnicity Pay Gap and the Women's Network to improve the Gender Pay gap. Pay Gap details are available [here](#)

The Council is working hard to recruit, attract and retain those employees within statutory roles to ensure that we protect and empower our care leavers. The Council is also exploring ways in which we can proactively recruit care leavers.

5.4 Sustainability (including climate change, health, crime and disorder).

5.4.1 Not applicable

5.5 Council Infrastructure (e.g. human resources, accommodation or IT issues

5.5.1 Not applicable

Background Information (as defined by Local Government (Access to Information) Act 1985)