

**Blaby District Council  
Council**

**Date of Meeting** 27 January 2026  
**Title of Report** **Pay Policy Statement 2025 - 2026**  
This is not a Key Decision and is on the Forward Plan  
**Lead Member** **Cllr. Cheryl Cashmore - Finance, People and  
Transformation (Deputy Leader)**  
**Report Author** HR Service Manager  
**Strategic Themes** Ambitious and well managed Council, valuing our people

**1. What is this report about?**

- 1.1 To present to Members for approval, the proposed Blaby District Council Pay Policy Statement for 2025/26 as set out at Appendix A.
- 1.2 The Pay Policy Statement sets out the remuneration levels for employees and other details such as allowances and the relative pay multiples between employees and the Chief Executive.

**2. Recommendation(s) to Council**

- 2.1 That the Blaby District Council Pay Policy Statement for 2025/26 be approved.

**3. Reason for Decisions Recommended**

- 3.1 Section 38 of the Localism Act 2011 requires local authorities to prepare pay policy statements setting out the authority's own policies regarding the remuneration of its staff particularly its senior staff (or 'chief officers') and its lowest paid employees.

**4. Matters to consider**

**4.1 Background**

In accordance with the Localism Act 2011, pay policy statements must be prepared and approved by full Council relating to each financial year and following approval, the Statement must be published on the Council's website and complied with when setting terms and conditions of Chief Officers. The legislation requires that the Pay Policy Statement includes:-

- The Council's policy on the level and elements of remuneration for each Chief Officer.
- The Council's policy on the remuneration of its lowest paid employees (together with its definition of its lowest paid employees).
- The Council's policy on the relationship between the remuneration of its Chief Officers and other Officers, known as the pay multiple.

The Council's policy also includes other specific aspects of Chief Officer's remuneration, the use of performance related pay, any bonuses and termination payments.

The Pay Policy Statement is proposed at this late stage in the year, given that the pay award has to be agreed before the Statement can be finalised.

#### 4.2 Proposal(s)

The proposal is for the Blaby District Council Pay Policy Statement for 2025/26 to be approved.

#### 4.3 Relevant Consultations

Chief Executive  
Executive Director (S.151 Officer)

#### 4.4 Significant Issues

Publishing the Pay Policy Statement is a legal requirement of the Localism Act 2011. By publishing the Pay Policy Statement, it will ensure greater transparency regarding how pay is determined, thus ensuring accountability to residents within the Blaby District community. The Pay Policy Statement also sets out how the authority, through its robust pay policies does not discriminate against any groups of staff within the protected characteristics as contained within the Equality Act 2010.

- 4.5 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

### 5. **Environmental impact**

- 5.1 No Net Zero and Climate Impact Assessment (NZCIA) is required for this report.

**6. What will it cost and are there opportunities for savings?**

- 6.1 The approval of the Pay Policy statement itself does not create any costs or opportunity for savings. The financial details of the salary rates are included within Appendix A of the attached Pay Policy Statement. The Pay Policy Statement details the cost-of-living increases agreed for all staff of Blaby District Council with an increase of 3.2% for scale points 2-43 inclusive.

The cost-of-living increase for Chief Officers was also 3.2% on each scale point. The cost implications of this increase have been reported to Members through the Quarterly Budget Review Reports considered by Cabinet.

**7. What are the risks and how can they be reduced?**

- 7.1 Pay policy statements must be prepared for each financial year and must be approved by Full Council. Not publishing an annual Pay Policy Statement would be in breach of the legislative requirement.

**8. Other options considered**

- 8.1 The Council could choose not adopt the Pay Policy, though for the reasons outlined in the report this option would carry significant risks with it. Failure to publish a Pay Policy Statement and therefore not complying with the legislation may lead to enforcement risk and/or reputational damage to the authority.

**9. Appendix**

- 9.1 Appendix 1 – Pay Policy Report 2025-26

**10. Background paper(s)**

- 10.1 None.

**11. Report author's contact details**

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