



COTSWOLD

District Council

Council name	COTSWOLD DISTRICT COUNCIL
Name and date of Committee	COUNCIL – 23 FEBRUARY 2026
Subject	PAY POLICY STATEMENT 2026/27
Wards affected	All
Accountable member	Cllr Mike Evely, Leader of the Council Email: mike.evely@cotswold.gov.uk
Accountable officer	Angela Claridge, Director of Governance and Development Email: angela.claridge@cotswold.gov.uk
Report author	Carmel Togher, Head of HR Email: carmel.togher@cotswold.gov.uk
Summary/Purpose	To consider the Council's Pay Policy Statement for 2026/27
Annexes	Annex A – Pay Policy Statement
Recommendation(s)	That Council resolves to: <ol style="list-style-type: none">1. Approve the Pay Policy Statement for 2026/27.
Corporate priorities	<ul style="list-style-type: none">• Deliver the highest standard of service
Key Decision	NO
Exempt	NO
Consultees/ Consultation	Chief Executive, Deputy Chief Executive & S151 Officer, Director of Governance & Development, Director of Communities and Place and Head of Legal.



1. EXECUTIVE SUMMARY

1.1 The purpose of the Pay Policy Statement is to clarify the Council's strategic stance on pay, to provide direction for members and officers making detailed decisions on pay and to provide the residents of the Cotswold district with a clear statement of the principles underpinning decisions on the use of public funds.

2. BACKGROUND

2.1 Under section 112 of the Local Government Act 1972, the Council has the power to appoint officers on such reasonable terms and conditions, including remuneration, as the authority thinks fit. This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. The purpose of the statement is to provide transparency regarding the Council's approach to setting the pay of its employees.

2.2 Once approved by the full Council, the statement will come into immediate effect and will be published by no later than 01 April each year, subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

2.3 The Council has published information on senior pay for several years on its website and in its Statement of Accounts. It has also responded openly and in full to Freedom of Information Act requests for such details.

3. PAY POLICY STATEMENT 2026/27

3.1 The Local Government Transparency Code 2015 places additional publication requirements on local authorities to publish data on their websites. This includes the requirement either to publish the data on their website or place a link on their website to such data. Additional requirements of the Code include the requirement for local authorities to publish.

- A list of responsibilities of senior staff
- Details of bonuses and "benefits-in-kind" for all employees whose salary exceeds £50,000.



- The pay multiple, defined as the ratio between the highest paid taxable earnings for the given year and the median earnings figure of the whole of the authority's workforce.
- Under the Localism Act 2011, the Council is obliged to produce and publish an annual Pay Policy Statement

3.2 This information is available on the Council's website.

3.3 During November 2024, a total of sixty-two staff transferred back to Cotswold District Council from Publica under the planned transition (Stage 1) of some services.

3.4 During July 2025, a total of nine staff transferred back from Publica to Cotswold District Council under Stage 2 of the planned transition.

3.5 This Pay Policy Statement should be viewed in the context of the Publica Review outcomes and pending Local Government Reorganisation. Local Government Reorganisation may highlight potential recruitment and retention difficulties and the disparity in terms and conditions with other Gloucestershire Councils. Local Government Reorganisation is the restructuring of local councils, typically moving from a two-tier system (county and district councils) to a single-tier unitary authority. In the spring of 2026, the Government will review proposals, conduct public consultation before 'decision day' regarding the Unitary model for Gloucestershire, expected mid-2026.

3.6 The Pay Policy Statement is set out in Annex A to this report.

4. CONCLUSIONS

4.1 Council will keep the Pay Policy Statement under review, informed by Local Government Reorganisation. Once adopted, the Pay Policy Statement will be published on the Council's website.

4.2 Please note: The Pay Policy Statement allows for transparency and sets out the following elements:

- pay for each of the in-scope officers
- remuneration of lowest paid officer
- the pay relationship between the highest-paid officers and other officers
- performance related pay and bonuses, termination payments, transparency



- other aspects of remuneration.

Below is a list of those officers covered by the policy statement:

- Chief Executive (Head of Paid Service)
- Deputy Chief Executive (s 151 officer)
- Director- Governance and Development (Monitoring Officer)
- Director- Communities and Place

4.3 Section 5 deals with the pay of the Statutory and Chief Officers.

4.4 The pay differential between the highest-paid officer and the median officer is set out in section 13.2. The resultant Multiple is 3.40.

5. FINANCIAL IMPLICATIONS

5.1 There are no financial implications arising directly from this report. Pay awards are budgeted for on an annual basis as part of the budget planning process.

6. LEGAL IMPLICATIONS

6.1 Under the Localism Act, the Council is obliged to produce and publish an annual Pay Policy Statement. There are no legal implications other than those set out elsewhere in this report.

7. EQUALITY IMPLICATIONS

7.1 Equal pay has been a much-publicised issue in the public sector. The Pay Policy Statement sets out the consistent approach to pay issues adopted within the Council that help us to remain compliant with equal pay legislation. Governance of our pay and reward systems and processes is a critical way of ensuring that we do not fall foul of the law.

8. BACKGROUND PAPERS

8.1 None.

(END)