

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 9TH MARCH, 2025

REFERENCE FROM CABINET: 8TH JANUARY, 2026

**“C180 PAY POLICY 2026/27 (EL/PR) (SCRUTINY – RESOURCES
SCRUTINY COMMITTEE) –**

The item had been moved to the end of the agenda to allow any Senior Officers in attendance to leave the meeting while the matter was discussed.

The Leader presented the report to ask Cabinet to consider and endorse the Council's annual Pay Policy for 2026/27 prior to its submission to Full Council for approval.

With reference to Section 8.1 of Appendix A concerning the gender pay gap, the Leader noted that the median and mean pay gap had reduced significantly from 2019 to 2025 to 1.6% and 2.3%, respectively. ONS had reported that the average UK figure for the previous year had been 7% and so reflected a positive position for the Council as a position of parity was worked towards.

This was a matter for Executive referral to Full Council for consideration.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the required changes to the Council's Pay Policy 2026/27 as set out in the report be approved and incorporated in the revised statement at Appendix A.

(2) T H A T the Pay Policy be endorsed and referred for consideration by Resources Scrutiny Committee and for final consideration and approval by Full Council. Should Resources Scrutiny Committee make no further comments then Cabinet would consider the Pay Policy as agreed and therefore referred to Full Council for consideration.

Reasons for decisions

(1) To respond to the legal requirements under the Local Authorities (Standing Orders) (Wales) Amendment Regulations 2014, the Local Government (Wales) Act 2015 and related advice from the Welsh Government.

(2) To respond to the legal requirement under the Localism Act 2011 and to provide openness and accountability in relation to how the Council rewards its staff.”

[View link to previously circulated Appendix](#) – Report to Cabinet: 8th January, 2026