

## **Record of Decisions**

### **Torbay Council Annual Pay Policy Statement including Gender Pay Gap Report and Review of Pensions Discretions**

#### **Decision Taker**

Cabinet on 20 February 2020

#### **Decision**

That Council be recommended:

- (i) that the Torbay Council Annual Pay Policy Statement 2020/21 as set out in Appendix 1 to the submitted report be approved for publication;
- (ii) that the Torbay Council Gender Pay Gap Report, contained within the Annual Pay Policy Statement 2020/21 in Appendix 1 be approved for publication; and
- (iii) that the Employers Pensions Discretions set out in Appendix 2 to the submitted report be approved for publication.

#### **Reason for the Decision**

To meet the statutory requirements to review these reports and policies.

#### **Implementation**

The recommendations of the Cabinet will be considered at the Council meeting on 27 February 2020.

#### **Information**

The submitted report set out the Council's Annual Pay Policy Statement, as required under Section 38(1) of the Localism Act 2011. It was noted that the Pay Policy Statement drew together the Council's overarching policies on pay and conditions which would be published on the Council's website. The report also set out the annual review of pensions discretions as required by the Local Government Pension Scheme Regulations. In addition, the report set out details of the Council's gender pay gap data as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Councillor Carter proposed and Councillor Cowell seconded a motion which was agreed unanimously by the Cabinet as set out above.

#### **Alternative Options considered and rejected at the time of the decision**

None

#### **Is this a Key Decision?**

Yes

**Does the call-in procedure apply?**

No

**Declarations of interest** (including details of any relevant dispensations issued by the Standards Committee)

None

**Published**

24 February 2020

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Leader of Torbay Council on behalf of the Cabinet