

Public Document Pack



COUNCIL SUPPLEMENT AGENDA

Date: Wednesday, 26 February 2025

Time: 6.00 pm

Venue: The Council Chamber, Moorlands House, Stockwell Street, Leek

Please find below an additional report which was unavailable when the agenda was published.

PART 1

10. Pay Policy 2025/26 (**Pages 3 - 22**)
11. Setting of the Council Tax (**Pages 23 - 32**)

MARK TRILLO
EXECUTIVE DIRECTOR & MONITORING OFFICER

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STAFFORDSHIRE MOORLANDS DISTRICT COUNCIL

Council (SMDC)

26 February 2025

TITLE:	Pay Policy 2025/26
PORTFOLIO HOLDER:	Councillor C Wood - Portfolio Holder for Finance
CONTACT OFFICER:	Lisa Bond, Tanya Cooper – Senior HR Business Partner, Head of Organisational Development and Transformation
WARDS INVOLVED:	Non-specific

Appendices Attached:

Appendix A – Pay Policy Statement 2025/26

1. Reason for the Report

- 1.1 The purpose of the report is to confirm the agreed policies for the remuneration of the Council's workforce and seek approval of the Pay Policy Statement for 2025/2026 in compliance with the provisions of the Localism Act (2011).

2. Recommendation

- 2.1 It is recommended that the Council approves the Pay Policy Statement for 2025/26.

3. Executive Summary

- 3.1 In accordance with Sections 38 to 43 of the Localism Act 2011, local authorities are required to agree a Pay Policy Statement for each financial year. In preparing this statement, they are also required to have regard to the guidance issued by the Secretary of State under Section 40 of the Localism Act 2011.
- 3.2 The Pay Policy Statement must be approved by a resolution of full Council by the end of March prior to the commencement of the financial year. The Council must publish the statement in such a manner as it thinks fit, which must include publication on the website.
- 3.3 The proposed Pay Policy Statement attached at Appendix A complies with the statutory requirements of the Act and confirms the agreed policies of the

Council.

4. How this report links to Corporate Priorities

4.1 Production of a Pay Policy Statement is a statutory requirement.

5. Alternative Options

5.1 The report is a statement of fact. As such there are no options to consider.

6. Implications

6.1	<u>Community safety, including safeguarding and prevention of terrorism</u> None.
6.2	<u>Workforce</u> The proposed Pay Policy Statement confirms the policies previously agreed by Council for remuneration of staff.
6.3	<u>Equality and Diversity/Equality Impact Assessment</u> This report has been prepared in accordance with Diversity and Equalities policies.
6.4	<u>Financial Considerations</u> None arising directly from the report – the budget includes provision for the payment and remuneration of its employees in accordance with agreed policies.
6.5	<u>Legal</u> The preparation of an annual Pay Policy statement is a statutory requirement under the Localism Act (2011). The statement also takes into account guidance: Openness and accountability in local pay: Guidance under section 40 of the Localism Act which was issued by the DCLG in February 2012 and supplementary guidance issued in February 2013.
6.6	<u>Climate Change and Sustainability</u> None.
6.7	<u>Conservation and Enhancement of Biodiversity</u> <u>None.</u>
6.8	<u>Consultation</u> None.

6.9	<u>Risk Assessment</u> Not applicable.
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ANDREW P STOKES
Chief Executive

Web Links and

Background Papers

Localism Act (2011)

Openness & accountability in local pay: Guidance under section 40 of the Localism Act – DCLG (Feb 2012)

Openness & accountability in local pay: Guidance under section 40 of the Localism Act – Supplementary guidance (Feb 2013)

Contact details

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7. Detail

- 7.1 Local authorities are required, in accordance with Sections 38-40 of the Localism Act 2011, to prepare a Pay Policy Statement for each financial year. In preparing this statement there is a requirement to have regard to the guidance issued by the Secretary of State under Section 40 of the Localism Act.
- 7.2 The Pay Policy Statement must be approved by a resolution of full Council by the end of March prior to the commencement of each financial year. Councils must publish the statement in such a manner as it thinks fit, which must include publication on the website.
- 7.3 The statutory guidance confirms that nothing contained within the provision in the Act or guidance is intended to supersede existing responsibilities and duties placed on authorities in their role as employers under relevant employment legislation, and authorities are required to bear in mind these responsibilities and duties when formulating their Pay Policy Statement.
- 7.4 It is the expectation that any discussion in respect of Pay Policy Statements should take place in meetings which are open to the public, in particular, discussions should not engage the General Data Protection Regulations as the policy does not concern data in relation to a particular individual but rather the Authorities' policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid workers.

8. Required Content of the Statement

- 8.1 Section 38 of the Localism Act 2011 requires local authorities to set out its policies for the coming financial year relating to:
- a) The remuneration of its chief officers.
 - b) The remuneration of its lowest paid employees; and
 - c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
- 8.2 The statement must also include the Council's policies relating to:
- a) The level and elements of remuneration for each chief officer.
 - b) Remuneration of chief officers on recruitment.
 - c) Increases in addition to remuneration for each chief officer.
 - d) The use of performance-related pay for chief officers.
 - e) The use of bonuses for chief officers.
 - f) The approach to the payments to chief officers on their ceasing to hold office or to be employed by the authorities; and
 - g) The publication of and access to information relating to the remuneration of chief officers.
- 8.3 The definition of a chief officer is not limited to the Head of Paid Service or

statutory chief officers (i.e. Section 151 Officer and Monitoring Officer). It also includes those officers who report directly to them as non-statutory and deputy chief officers. This definition, therefore, covers the Councils Chief Executive, Executive Directors, and Heads of Service and the relevant policies relating to their remuneration, as previously agreed by Council, are included within the attached Pay Policy Statement.

9. Pay Policy Statement

- 9.1 The proposed Pay Policy Statement attached at **Appendix A** complies with the statutory requirements and confirms the agreed policies of the Council and is recommended for approval on this basis.

10. Strategic Alliance

- 10.1 It should be noted that the workforce is shared between High Peak Borough Council and Staffordshire Moorlands District Council. The pay costs identified in this statement are the overall levels of remuneration received by the individual employees, the costs of which are shared between the two authorities.

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**High Peak Borough Council &
Staffordshire Moorlands District Council**

PAY POLICY STATEMENT

2025/26

1. Introduction and Purpose

In accordance with Section 112 of the Local Government Act (1972) High Peak Borough Council and Staffordshire Moorlands District Council have the “power to appoint officers on such reasonable terms and conditions as the authorities thinks fit”. The Pay Policy Statement sets out the Councils’ approach to pay in accordance with the Localism Act (2011) (Section 38) and provides transparency to the setting of pay for its employees by identifying:

- the methods by which salaries of all employees are determined;
- the detail and level of remuneration of its most senior staff i.e. ‘chief officers’, as defined by the relevant legislation;
- the committees responsible for ensuring the provisions set out in this statement are applied consistently and recommending any amendments to the full Council.

The pay policy will be approved by the full Council of each of the authorities. This policy statement will come into immediate effect and will be subject to review on an annual basis in accordance with the relevant legislation in place at that time.

Strategic Alliance

High Peak Borough Council and Staffordshire Moorlands District Council work together as a strategic alliance and the workforce is shared. The Chief Executive and Executive Directors are employed by both Councils. The remaining Chief Officers are employed by one of the Councils but are joint appointments and work across the two authorities. The majority of employees work flexibly across both Councils. The terms and conditions of employment have been harmonised across the two Councils and the costs are shared.

In determining the pay and remuneration of all its employees, the Councils will comply with all relevant employment legislation. This includes legislation such as the Equality Act (2010); Part Time Employment (Prevention of Less Favourable Treatment) Regulations (2000); The Agency Worker Regulations (2010) and where relevant the Transfer of Undertakings (Protection of Earnings) Regulations. The Councils will ensure there is no pay discrimination within its pay structures. Pay differentials are objectively justified through the use of equality proofed job evaluation schemes which directly relate to the requirements, demands and responsibilities of job role.

2. Basic Pay

Green Book Employees

Most employees are subject to the National Joint Council for Local Government Services (Conditions of Service) (“Green Book”). Pay and grading is determined by the Local Government Single Status Job Evaluation Scheme.

A local grading structure has been adopted which makes use of broad banding pay ranges and uses the basis of the nationally negotiated pay spine. The grading structure can be found on the Councils’ websites.

Incremental progression throughout the pay range is unrestricted and paid on 1st April each year until the top of the pay scale is reached

The local grading structure has been reviewed and revised. The new pay grade structure was implemented with effect from April 2024.

Apprenticeships

Apprentices are paid at in accordance spinal column point 2 (Green Book spinal column point).

Senior Management Pay “Chief Officer”

The posts falling within the statutory definition of a “Chief Officer” their basic salary is:

Position	Pay Range
Chief Executive	£172,877 - £187,297
Deputy Chief Executive	£125,261 - £138,416
Executive Directors	£104,820 - £16,500
Heads of Service - Grade 2	£73,104 - £83,983
Heads of Service - Grade 1	£59,503 - £70,384

Pay and grading is determined for Chief Officers by the Hay Job Evaluation Scheme. A local grading structure has been adopted which has been previously approved by resolution of Council. The grading structure for these positions can be found at the end of this document.

Incremental progression throughout the pay range is unrestricted and paid on 1st April each year until the top of the pay scale is reached. Organisational structure identifying the numbers and positions at a senior level can be found on the Councils’ website.

There is a continued commitment to adhere with national pay bargaining in respect of the national pay spine and cost of living increases for employees.

3. Additional Salary Payments - Chief Officers

Additional payments for Chief Officers are as follows:-

Chief Executive

Lease Car	Contribution of £6,824 per annum toward the cost of providing a lease car. This comprises of: £2,700 (fixed basic contribution to all lease car users) £250 (further fixed basic contribution available to all lease car users subject to meeting certain emissions criteria) £3,070 (Payable to Chief Executive only) £804 (Business usage allowance).
Election Duties	Fees paid in respect of election duties in accordance with agreed County fee scale.

Executive Directors – Other “Chief Officer” Payments

Section 151 Officer Allowance	£5,433.72 per annum to an Executive Director in recognition of their role of Section 151 Officer.
Monitoring Officer Allowance	£5,433.72 per annum to an Executive Director in recognition of their role of Monitoring Officer.
Election Duties	Fees paid in respect of election duties in accordance with agreed County fee scale.
Lease Car (applicable to 1 postholder)	Contribution of £5,700 per annum toward the cost of providing a lease car. This comprises of: £2,700 (fixed basic contribution to all lease car users) £250 (further fixed basic contribution available to all lease car users subject to meeting certain emissions criteria). £1,950 (Payable to Executive Directors only). £800 (Business usage allowance).

4. Car Mileage

Car mileage is payable to designated Essential Car Users who do not drive a lease car. Payments are in accordance with the NJC mileage rates with the removal of the top banding in accordance with locally agreed terms and conditions:

Essential User Lump Sum	451-999cc range	1000 – 1199cc range
Lump Sum	£846	£963

Essential Car user Payment (petrol, diesel, hybrid & electric) (HMRC rate)	
First 10,000 miles (pence per mile)	45 p
After 10,000 miles pence (per mile)	25 p

Casual User Payment (petrol, diesel, hybrid & electric)	451-999cc range	1000 – 1199cc range
First 8,500 miles (pence per mile)	46.9 p	52.2p

The following mileage rates are also payable in accordance with HMRC mileage rates:-

Motorbikes (HMRC rate)	
Per mile	24 p

Bicycles (HMRC rate)	
Per mile	20 p

5. Recruitment of Chief Officers

The policy and procedures with regard to recruitment of Chief Officers is set out within the Officer Employment Procedure Rules (part 4 of the constitution). When recruiting to all posts the Councils will take full and proper account of their own equalities and other recruitment policies. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment. Where we are unable to recruit to a post at the designated grade, the use of temporary market supplements in accordance with relevant policies will be considered.

Where the Councils remain unable to recruit Chief Officers under a contract of service, or there is a need for interim support to provide cover for a vacant substantive chief officer post, the Councils will, where necessary, make use of 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Councils are able to demonstrate the maximum value for money benefits from competition in securing the relevant service.

6. Payment of Termination of Chief Officers

The approach to statutory and discretionary payments on termination of employment of Chief Officers, prior to reaching normal retirement age are in accordance with agreed policies at the time.

The Restriction of Public Sector Exit Payments Regulations 2020 implemented a £95,000 cap on public sector exit payments however in February 2021 the Restriction of Public Sector Exit Payments (Revocation) Regulations 2021 revoked the regulations with immediate effect.

The guidance on the removal of the exit pay cap states “For the avoidance of doubt, it is still vital that exit payments deliver value for the taxpayer and employers should always consider whether exit payments are fair and proportionate. HM Treasury will bring forward proposals at pace to tackle unjustified exit payments.”

Following the revocation of the Public Exit Payments Regulations, in May 2022, the Government issued statutory guidance on ‘The making and disclosure of Special Severance Payments by local authorities in England’.

[Statutory guidance on the making and disclosure of Special Severance Payments by local authorities in England - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statutory-guidance/special-severance-payments-by-local-authorities-in-england)

The guidance sets out the payments that are covered by special severance arrangement and also sets out that the government expects that any Special Severance payments should be approved according to the following process:

- Payments of £100,000 and above must be approved by a vote of full council, as set out in the Localism Act 2011
- Payments of £20,000 and above, but below £100,000, must be personally approved and signed off by the Head of Paid Service, with a clear record of the Leader’s approval and that of any others who have signed off the payment
- Payments below £20,000 must be approved according to the local authority’s scheme of delegation. It is expected that local authorities should publish their policy and process for approving these payments

Any special severance payments will be subject to a formal decision in line with this guidance.

7. Re-employment /Re-engagement of former Chief Officers

It is policy not to re-employ former employees who have been granted voluntary redundancy, including Chief Officers. In exceptional cases, and only where there is a clear benefit to the Councils, such former employees may be re-engaged on a short-term contract for services.

8. Relationship between the Highest Paid Employee and Lowest Paid Employee

At the point of this statement lowest paid employees employed under a contract of employment are employed on full-time (37 hours) rate of pay - £23,656 per annum (£12.26 per hour). This is above the National Minimum Wage (April 2024 - £11.44 per hour).

The relationship between the rate of pay for the lowest paid employee and Chief Officer is determined by the processes used for determining pay and grading structures set out earlier in this policy statement.

The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authorities' workforce.

The current pay levels define the relationship between the lowest paid and the highest paid:

Lowest paid employee and Chief Executive

Category	Ratio
Highest paid employee (Chief Executive)	1: 7.9
Lowest paid employee	

Lowest paid employee and average Chief Officer

Category	Ratio
Average Chief Officer	1:3.5
Lowest Paid	

Relationship between highest paid employees and median earnings

Category	Ratio
Highest paid employee (Chief Executive)	1:5.8
Median full-time equivalent earnings	

Relationship between highest paid employees and median average Chief Officer

Category	Ratio
Average Chief Officer	1:2.6
Median full-time equivalent earnings	

It is considered that the current pay multiples represent an appropriate, fair and equitable internal pay relationship between the highest salary and that which applies to the rest of the workforce. As part of its overall and ongoing monitoring of alignment with external pay markets both within and outside the sector, the available benchmarking information will be used as appropriate.

9. Publication

Following approval of full Council, this statement will be published on the website. In addition, for posts where the full-time equivalent salary is at least £50,000, the Councils' Annual Statement of Accounts will include a note setting out the total amount of:

- salary, fees or allowances paid to or receivable by the person in the current and previous year;
- any bonuses so paid or receivable by the person in the current and previous year;
- any sums payable by way of expenses allowance that are chargeable to UK income tax;
- any compensation for loss of employment and any other payments connected with termination;
- any benefits received that do not fall within the above.

The Councils' already provide details on its website of the remuneration paid to, and the duties of, the Chief Executive and Executive Directors.

10. Accountability and Decision Making

In accordance with the agreed Constitution, the full Council is responsible for the appointment of the Chief Executive, following a recommendation from the Joint Appointments Sub-Committee.

The Joint Appointments Sub-Committee, which is made up of councillors from both High Peak Borough Council and Staffordshire Moorlands District Council, is responsible for appointing Executive Directors and Heads of Service. Appointments below Heads of Service level are the responsibility of the Chief Executive or his nominee.

Senior Management Grading Structure*Head of Service – Grade 1*

Spinal Column Point (SCP)	Annual Salary
51	£59,503
52	£62,224
53	£64,944
54	£67,663
55	£70,383

Head of Service – Grade 2

Spinal Column Point (SCP)	Annual Salary
56	£73,104
57	£75,824
58	£78,544
59	£81,264
60	£83,983

Executive Director

Spinal Column Point (SCP)	Annual Salary
71	£104,820
72	£107,739
73	£110,660
74	£113,580
75	£116,500

Deputy Chief Executive

Spinal Column Point (SCP)	Annual Salary
81	£125,261
82	£128,549
83	£131,839
84	£135,127
85	£138,416

Chief Executive

Spinal Column Point (SCP)	Annual Salary
91	£172,877
92	£176,481
93	£180,086
94	£183,691
95	£187,297

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AGENDA ITEM

STAFFORDSHIRE MOORLANDS DISTRICT COUNCIL

Report to Council

26th February 2025

TITLE:	Setting of the Council Tax 2025/26
PORTFOLIO:	Councillor Chris Wood – Portfolio Holder for Finance
OFFICER:	Keith Pointon – Head of Finance
WARDS:	Non-Specific

1. Reason for the Report

- 1.1 This report sets out the proposed Council Tax level for the financial year 2025/26 in line with current legislation.

2. Recommendations

- 2.1 That the following amounts be now calculated by the Council in accordance with Sections 31A and 31B of the Local Government Finance Act 1992 (as amended by the Localism Act 2011):
- (a) £31,876,679 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (2) of the Act. (**Gross Expenditure on General Fund Services, Special District Expenses and Parish Precepts**)
 - (b) £23,646,390 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) of the Act. (**Gross Income including External Financing and the Use of Reserves**)
 - (c) £8,230,289 being the amount by which the aggregate at (a) above exceeds the aggregate at (b) above calculated by the Council, in accordance with Section 31A (4) of the Act as its Council Tax requirement for the year (**Amount to be Funded from Council Tax**)
 - (d) £239.38 being the amount at (c) above divided by the tax base, calculated by the Council, in accordance with Section 31 (B) of

the Act, as the basic amount of its Council Tax for the year.
(Average Local Council Tax)

- (e) Appendix B being Council Tax for the SMDC District divided by the tax base plus the Parish Precept and any amounts of special items relating to dwellings in those parts of the Council's area divided the local tax base. **(Band D Charges for each Parish)**
- (f) Appendix C being the amounts given by multiplying the amount at (e) above by the number which, in the proportion applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands **(Charges for all Bands)**
- (g) Appendix D being the aggregate of the local charges in (f) above and the amounts levied by major precepting authorities. **(Total Council Tax charge for each Band in each Parish)**

3. Executive Summary

- 3.1 The average Council Tax to be charged to taxpayers in Band D can be summarised as follows:

Element	2024/25	2025/26	Increase	
	Charge	Charge	(Decrease)	
	£	£	£	%
Staffordshire Moorlands DC	168.02	173.04	5.02	2.99
District Council Tax	168.02	173.04	5.02	2.99
Special District Expenses*	12.59	12.92	0.33	2.62
Parish Councils*	49.41	53.42	4.01	8.12
Average Local Council Tax	230.02	239.38	9.36	4.07
Staffordshire County Council	1,544.64	1,621.71	77.07	4.99
Staffordshire Commissioner (Police & Crime)	273.57	287.57	14.00	5.12
Staffordshire Commissioner (Fire & Rescue)	86.77	91.77	5.00	5.76
Total Council Tax	2,135.00	2,240.43	105.43	4.94

* Special District Expenses and Parish Council charges vary between parishes and are shown as average values in the above for illustration purposes.

4. How this report links with Corporate Priorities

4.1 Not applicable

5. Options

5.1 There are no options to consider as this report formally sets the Council Tax following resolutions of all of the relevant precepting authorities.

6. Implications

6.1 Community Safety
None.

6.2 Employees
None.

6.3 Equalities
None.

6.4 Financial
The subject of the report.

6.5 Legal
None.

6.6 Climate Change
None.

6.7 Internal and External Consultation:
None.

6.8 Risk Assessment:
Not applicable

MARTIN OWEN
Executive Director (Resources) and S151 Officer

Background Papers

Localism Act 2011
Local Government Finance Act 1992
Local Authorities Finance Settlement 2025/26
Budget Working Papers

Location

Finance and Procurement
Moorlands House Leek

Contact

Keith Pointon
Head of Finance
Tel: (01538) 395400 Ext. 4193

7 Background and Introduction

7.1 As a district council, Staffordshire Moorlands District Council is responsible for the billing and collection of all Council Tax due from local taxpayers. This means that the Council has to collect Council Tax to cover not only its own services but also the precepts set by other authorities. The Council Tax levied is therefore made up of six elements:

- Staffordshire Moorlands District Council element
- Special District Expenses (in respect of expenditure applied to taxpayers in the specified town or parish)
- Parish precepts
- Staffordshire County Council precept
- Precept of the Staffordshire Commissioner (Police and Crime)
- Precept of the Staffordshire Commissioner (Fire and Rescue)

7.2 The setting of the Council Tax follows a prescribed timetable. The process commences with the setting of the tax base in November, and ends with the formal setting of the Council Tax, which has to be completed by no later than 11th March.

7.3 The procedure has to adhere to the requirements of the Local Government Finance Act 1992 (as amended by the Localism Act 2011) and the level of Council Tax is directly related to the net expenditure of the Council after deducting income from central government grant and other sources of income. Council resolutions also have to adhere to the requirements of legislation and recommendations are therefore written in formal language.

8 Council Tax Base & Collection Fund Deficit

8.1 The council tax base for the year 2025/26 is 34,382. A breakdown of the calculation by parish can be seen in column 1 of Appendix A.

8.2 After taking into account previous re-distributions, the Collection Fund for Council Tax is predicted to have a surplus at 31st March 2025 of £906,640. The surplus is shared amongst the major precepting authorities i.e. Staffordshire County Council, Staffordshire Police, Staffordshire Fire & Rescue and this Council. The redistribution is made in proportion to the level of each authority's precept for the year. This Council's share of the surplus is £97,680.

9 Staffordshire Moorlands District Council Tax

9.1 On 11th February 2025, the Cabinet recommended a District Council Tax increase of £5.02 (2.99%). This involved setting a General Fund Budget of £13,590,930.

9.2 The amount of Council Tax that the District Council is to levy is:

	TOTAL
	£
Total Budget	13,590,930
Less Use of Balances / Reserves	(96,930)
Less Collection Fund surplus for council tax (SMDC share)	(97,680)
Plus Collection Fund Deficit for business rates (SMDC share)	76,890
Net Expenditure to be Financed	13,473,210
Less External Financing	(1,577,620)
Less Business Rate Retention	(5,502,050)
Net Requirement from Council Tax	6,393,540
Less Special District Expenses Levy	(444,080)
Total Requirement from District Council Tax	5,949,460

9.3 The Band D Council Tax is therefore £173.04 (The total requirement from District Council Tax divided by the tax base of 34,382). This represents an increase of £5.02 (2.99%) on last year.

10 Special District Expenses

10.1 An element of the Council's budget is levied on specific parishes within the district. This element is referred to as Special District Expenses. The element of the budget to be met in this way for 2025/26 is as follows:

	Biddulph	Leek	Total
	£	£	£
2025/26 Net Expenditure	72,270	371,810	444,080

10.2 The additional Council Tax required in the two parishes is as follows:

Parish	Levy Required	Tax Base	Band D Council Tax
	£		£
Biddulph	72,270	6,401	11.29
Leek	371,810	6,624	56.13

11 Parish Council Precepts

- 11.1 Each parish has notified the Council with its precept requirement for the year. The total required by parishes is £1,836,748.94, which produces an average Band D Council Tax of £53.42. The actual amount levied will vary from parish to parish. A detailed breakdown of the precept requirements and the band D charge for each parish can be seen in columns 2 and 3 of Appendix A.

12 Staffordshire County Council Precepts

- 12.1 The precept demand issued by Staffordshire County Council is £55,757,633 which produces a Band D Council Tax of £1,621.71. This represents an increase of £77.07 (4.99%) when compared to the level of tax levied in 2024/25.

13 Office of the Police & Crime Commissioner for Staffordshire Precept

- 13.1 The precept demand issued by Staffordshire Police Authority is £9,887,231.74, which produces a Band D Council Tax of £287.57. This represents an increase of £14.00 (5.12%) when compared to the level of tax levied in 2024/25.

14 Office of the Fire & Rescue Commissioner for Staffordshire Precept

- 14.1 The precept Fire and Rescue demand issued by the Staffordshire Commissioner's Office is £3,155,236, which produces a Band D Council Tax of £91.77. This represents an increase of £5.00 (5.76%) when compared with the level of precept for 2024/25.

Parish Councils 2025/26

Parish	(1) Tax Base	(2) Parish Precept	(3) Band D Charge
Alstonefield	175	£10,250.00	£58.57
Alton	566	£18,086.25	£31.95
Bagnall	378	£11,819.00	£31.27
Biddulph	6,401	£481,920.00	£75.29
Blore	44	£696.00	£15.82
Bradnop	135	£2,000.00	£14.81
Brown Edge	850	£33,215.00	£39.08
Butterton	105	£5,922.00	£56.40
Caverswall	399	£8,800.00	£22.06
Cheadle	4,053	£376,842.00	£92.98
Checkley	1,656	£79,100.31	£47.77
Cheddleton	2,292	£85,500.00	£37.30
Consall	66	£1,797.00	£27.23
Cotton	119	£7,800.00	£65.55
Dilhorne	225	£5,000.00	£22.22
Draycott	383	£10,605.00	£27.69
Endon	1,354	£36,300.00	£26.81
Farley	104	£2,800.00	£26.92
Fawfieldhead	126	£5,449.50	£43.25
Forsbrook	1,857	£160,000.00	£86.16
Grindon	100	£3,111.15	£31.11
Heathylee	100	£1,048.32	£10.48
Heaton	159	£2,000.00	£12.58
Hollinsclough	68	£1,800.00	£26.47
Horton	393	£10,000.00	£25.45
Ilam	41	£800.00	£19.51
Ipstones	601	£31,952.59	£53.17
Kingsley	632	£21,435.56	£33.92
Leek	6,624	£220,446.00	£33.28
Leekfrith	176	£2,250.00	£12.78
Longnor	159	£7,196.34	£45.26
Longsdon	296	£5,250.00	£17.74
Oakamoor	266	£7,590.00	£28.53
Onecote	87	£3,104.00	£35.68
Quarnford	96	£2,386.56	£24.86
Rushton	252	£3,600.00	£14.29
Sheen	109	£2,400.00	£22.02
Tittesworth	107	£2,472.00	£23.10
Warslow	159	£14,000.00	£88.05
Waterhouses	444	£22,500.00	£50.68
Werrington	1,959	£110,840.22	£56.58
Wetton	99	£11,000.00	£111.11
Whiston	167	£5,664.14	£33.92
TOTAL	34,382	£1,836,748.94	£53.42

Local Council Tax at Band D – 2025/26

Parish	£
Alstonefield	231.61
Alton	204.99
Bagnall	204.31
Biddulph	259.62
Blore	188.86
Bradnop	187.85
Brown Edge	212.12
Butterton	229.44
Caverswall	195.10
Cheadle	266.02
Checkley	220.81
Cheddleton	210.34
Consall	200.27
Cotton	238.59
Dilhome	195.26
Draycott	200.73
Endon	199.85
Farley	199.96
Fawfieldhead	216.29
Forsbrook	259.20
Grindon	204.15
Heathlee	183.52
Heaton	185.62
Hollinsclough	199.51
Horton	198.49
Ilam	192.55
Ipstones	226.21
Kingsley	206.96
Leek	262.45
Leekfrith	185.82
Longnor	218.30
Longsdon	190.78
Oakamoor	201.57
Onecote	208.72
Quarnford	197.90
Rushton	187.33
Sheen	195.06
Tittesworth	196.14
Warslow	261.09
Waterhouses	223.72
Werrington	229.62
Wetton	284.15
Whiston	206.96

APPENDIX C**Local Council Tax All Bands – 2025/26**

Parish	BAND A	BAND B	BAND C	BAND D	BAND E	BAND F	BAND G	BAND H
	£	£	£	£	£	£	£	£
Alstonefield	154.41	180.14	205.87	231.61	283.08	334.55	386.02	463.22
Alton	136.66	159.44	182.21	204.99	250.54	296.10	341.65	409.98
Bagnall	136.21	158.91	181.61	204.31	249.71	295.12	340.52	408.62
Biddulph	173.08	201.93	230.77	259.62	317.31	375.01	432.70	519.24
Blore	125.91	146.89	167.87	188.86	230.83	272.80	314.77	377.72
Bradnop	125.23	146.11	166.97	187.85	229.59	271.34	313.08	375.70
Brown Edge	141.41	164.99	188.55	212.12	259.25	306.40	353.53	424.24
Butterton	152.96	178.46	203.94	229.44	280.42	331.42	382.40	458.88
Caverswall	130.07	151.75	173.42	195.10	238.45	281.81	325.17	390.20
Cheadle	177.35	206.91	236.46	266.02	325.13	384.25	443.37	532.04
Checkley	147.21	171.74	196.27	220.81	269.88	318.95	368.02	441.62
Cheddleton	140.23	163.60	186.97	210.34	257.08	303.83	350.57	420.68
Consall	133.51	155.77	178.01	200.27	244.77	289.28	333.78	400.54
Cotton	159.06	185.57	212.08	238.59	291.61	344.63	397.65	477.18
Dilhome	130.17	151.87	173.56	195.26	238.65	282.05	325.43	390.52
Draycott	133.82	156.13	178.42	200.73	245.33	289.95	334.55	401.46
Endon	133.23	155.44	177.64	199.85	244.26	288.68	333.08	399.70
Farley	133.31	155.53	177.74	199.96	244.39	288.83	333.27	399.92
Fawfieldhead	144.19	168.23	192.25	216.29	264.35	312.42	360.48	432.58
Forsbrook	172.80	201.60	230.40	259.20	316.80	374.40	432.00	518.40
Grindon	136.10	158.79	181.46	204.15	249.51	294.89	340.25	408.30
Heathylee	122.35	142.74	163.13	183.52	224.30	265.09	305.87	367.04
Heaton	123.75	144.37	164.99	185.62	226.87	268.12	309.37	371.24
Hollinsclough	133.01	155.18	177.34	199.51	243.84	288.18	332.52	399.02
Horton	132.33	154.38	176.43	198.49	242.60	286.71	330.82	396.98
Ilam	128.37	149.76	171.15	192.55	235.34	278.13	320.92	385.10
Ipstones	150.81	175.94	201.07	226.21	276.48	326.75	377.02	452.42
Kingsley	137.97	160.97	183.96	206.96	252.95	298.95	344.93	413.92
Leek	174.97	204.13	233.28	262.45	320.77	379.10	437.42	524.90
Leekfrith	123.88	144.53	165.17	185.82	227.11	268.41	309.70	371.64
Longnor	145.53	169.79	194.04	218.30	266.81	315.33	363.83	436.60
Longsdon	127.19	148.39	169.58	190.78	233.17	275.57	317.97	381.56
Oakamoor	134.38	156.78	179.17	201.57	246.36	291.16	335.95	403.14
Onecote	139.15	162.34	185.53	208.72	255.10	301.49	347.87	417.44
Quarnford	131.93	153.93	175.91	197.90	241.87	285.86	329.83	395.80
Rushton	124.89	145.70	166.51	187.33	228.96	270.59	312.22	374.66
Sheen	130.04	151.72	173.38	195.06	238.40	281.76	325.10	390.12
Tittesworth	130.76	152.56	174.34	196.14	239.72	283.32	326.90	392.28
Warslow	174.06	203.07	232.08	261.09	319.11	377.13	435.15	522.18
Waterhouses	149.15	174.01	198.86	223.72	273.43	323.15	372.87	447.44
Werrington	153.08	178.60	204.10	229.62	280.64	331.68	382.70	459.24
Wetton	189.43	221.01	252.57	284.15	347.29	410.44	473.58	568.30
Whiston	137.97	160.97	183.96	206.96	252.95	298.95	344.93	413.92

APPENDIX D**Total Council Tax – 2025/26**

Parish	BAND A	BAND B	BAND C	BAND D	BAND E	BAND F	BAND G	BAND H
	£	£	£	£	£	£	£	£
Alstonefield	1,488.44	1,736.52	1,984.58	2,232.66	2,728.80	3,224.96	3,721.10	4,465.32
Alton	1,470.69	1,715.82	1,960.92	2,206.04	2,696.26	3,186.51	3,676.73	4,412.08
Bagnall	1,470.24	1,715.29	1,960.32	2,205.36	2,695.43	3,185.53	3,675.60	4,410.72
Biddulph	1,507.11	1,758.31	2,009.48	2,260.67	2,763.03	3,265.42	3,767.78	4,521.34
Blore	1,459.94	1,703.27	1,946.58	2,189.91	2,676.55	3,163.21	3,649.85	4,379.82
Bradnop	1,459.26	1,702.49	1,945.68	2,188.90	2,675.31	3,161.75	3,648.16	4,377.80
Brown Edge	1,475.44	1,721.37	1,967.26	2,213.17	2,704.97	3,196.81	3,688.61	4,426.34
Butterton	1,486.99	1,734.84	1,982.65	2,230.49	2,726.14	3,221.83	3,717.48	4,460.98
Caverswall	1,464.10	1,708.13	1,952.13	2,196.15	2,684.17	3,172.22	3,660.25	4,392.30
Cheadle	1,511.38	1,763.29	2,015.17	2,267.07	2,770.85	3,274.66	3,778.45	4,534.14
Checkley	1,481.24	1,728.12	1,974.98	2,221.86	2,715.60	3,209.36	3,703.10	4,443.72
Cheddleton	1,474.26	1,719.98	1,965.68	2,211.39	2,702.80	3,194.24	3,685.65	4,422.78
Consall	1,467.54	1,712.15	1,956.72	2,201.32	2,690.49	3,179.69	3,668.86	4,402.64
Cotton	1,493.09	1,741.95	1,990.79	2,239.64	2,737.33	3,235.04	3,732.73	4,479.28
Dilhorne	1,464.20	1,708.25	1,952.27	2,196.31	2,684.37	3,172.46	3,660.51	4,392.62
Draycott	1,467.85	1,712.51	1,957.13	2,201.78	2,691.05	3,180.36	3,669.63	4,403.56
Endon	1,467.26	1,711.82	1,956.35	2,200.90	2,689.98	3,179.09	3,668.16	4,401.80
Farley	1,467.34	1,711.91	1,956.45	2,201.01	2,690.11	3,179.24	3,668.35	4,402.02
Fawfieldhead	1,478.22	1,724.61	1,970.96	2,217.34	2,710.07	3,202.83	3,695.56	4,434.68
Forsbrook	1,506.83	1,757.98	2,009.11	2,260.25	2,762.52	3,264.81	3,767.08	4,520.50
Grindon	1,470.13	1,715.17	1,960.17	2,205.20	2,695.23	3,185.30	3,675.33	4,410.40
Heathlyee	1,456.38	1,699.12	1,941.84	2,184.57	2,670.02	3,155.50	3,640.95	4,369.14
Heaton	1,457.78	1,700.75	1,943.70	2,186.67	2,672.59	3,158.53	3,644.45	4,373.34
Hollinsclough	1,467.04	1,711.56	1,956.05	2,200.56	2,689.56	3,178.59	3,667.60	4,401.12
Horton	1,466.36	1,710.76	1,955.14	2,199.54	2,688.32	3,177.12	3,665.90	4,399.08
Ilam	1,462.40	1,706.14	1,949.86	2,193.60	2,681.06	3,168.54	3,656.00	4,387.20
Ipstones	1,484.84	1,732.32	1,979.78	2,227.26	2,722.20	3,217.16	3,712.10	4,454.52
Kingsley	1,472.00	1,717.35	1,962.67	2,208.01	2,698.67	3,189.36	3,680.01	4,416.02
Leek	1,509.00	1,760.51	2,011.99	2,263.50	2,766.49	3,269.51	3,772.50	4,527.00
Leekfrith	1,457.91	1,700.91	1,943.88	2,186.87	2,672.83	3,158.82	3,644.78	4,373.74
Longnor	1,479.56	1,726.17	1,972.75	2,219.35	2,712.53	3,205.74	3,698.91	4,438.70
Longsdon	1,461.22	1,704.77	1,948.29	2,191.83	2,678.89	3,165.98	3,653.05	4,383.66
Oakamoor	1,468.41	1,713.16	1,957.88	2,202.62	2,692.08	3,181.57	3,671.03	4,405.24
Onecote	1,473.18	1,718.72	1,964.24	2,209.77	2,700.82	3,191.90	3,682.95	4,419.54
Quarnford	1,465.96	1,710.31	1,954.62	2,198.95	2,687.59	3,176.27	3,664.91	4,397.90
Rushton	1,458.92	1,702.08	1,945.22	2,188.38	2,674.68	3,161.00	3,647.30	4,376.76
Sheen	1,464.07	1,708.10	1,952.09	2,196.11	2,684.12	3,172.17	3,660.18	4,392.22
Tittesworth	1,464.79	1,708.94	1,953.05	2,197.19	2,685.44	3,173.73	3,661.98	4,394.38
Warslow	1,508.09	1,759.45	2,010.79	2,262.14	2,764.83	3,267.54	3,770.23	4,524.28
Waterhouses	1,483.18	1,730.39	1,977.57	2,224.77	2,719.15	3,213.56	3,707.95	4,449.54
Werrington	1,487.11	1,734.98	1,982.81	2,230.67	2,726.36	3,222.09	3,717.78	4,461.34
Wetton	1,523.46	1,777.39	2,031.28	2,285.20	2,793.01	3,300.85	3,808.66	4,570.40
Whiston	1,472.00	1,717.35	1,962.67	2,208.01	2,698.67	3,189.36	3,680.01	4,416.02