

Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Monday, 22 June 2026 at 11.00 am
Council Chamber - South Kesteven House, St. Peter's Hill,
Grantham. NG31 6PZ

Committee Councillor Paul Stokes, Deputy Leader of the Council (Chairman)
Members: Councillor Gloria Johnson (Vice-Chairman)

Councillor Rhys Baker, Councillor Ashley Baxter, Councillor Harrish Bisnauthsing,
Councillor Graham Jeal, Councillor Anna Kelly, Councillor Susan Sandall and
Councillor Ian Stokes

Supplementary Paper

5. **Corporate Plan 2024-27: Key Performance Indicators Report - (Pages 3 - 7)
End-Year (Q4) 2025/26**
To present the Council's performance against the Corporate Plan 2024-
27 Key Performance Indicators (KPIs) within the remit of this Committee
for Quarter Four 2025/26.

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Monday, 22 June 2026

Report of Councillor Philip Knowles,
Cabinet Member for Corporate
Governance and Licensing

Corporate Plan 2024-2027: Key Performance Indicators Report - End-Year (Q4) 2025/26

Report Author

Charles James, Policy Officer

✉ Charles.James@southkesteven.gov.uk

Purpose of Report

To present the Council's performance against the Corporate Plan 2024-2027 Key Performance Indicators (KPIs) within the remit of this Committee for Quarter Four 2025/26.

Recommendations

That the Committee scrutinises the performance against the Corporate Plan Key Performance Indicators in relation to the delivery of the Corporate Plan 2024-2027.

Decision Information

Does the report contain any exempt or confidential information not for publication?	No
What are the relevant corporate priorities?	Effective council
Which wards are impacted?	All

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 There are no significant financial implications arising from this report, which is for noting.

Completed by: David Scott, Assistant Director of Finance (Deputy s151 officer)

Legal and Governance

- 1.2 Regular monitoring of service area performance is to be welcomed and represents good governance. This report is for noting and there are no significant legal or governance implications arising from the report.

Completed by: James Welbourn, Democratic Services Manager

2. Background to the Report

- 2.1 The Corporate Plan 2024-2027 was adopted by Council on 25 January 2024. It was proposed actions, key performance indicators (KPIs) and targets would be developed by the relevant Member led Committees, which would retain oversight of the performance management arrangements at a strategic level.
- 2.2 The actions within the remit of this Committee with accompanying measures were presented to and agreed by the Committee on 20 March 2024.

3. Key Considerations

- 3.1 This report is the fourth of the reporting cycle, and covers the period January to March 2026 (Quarter 4 2025/26).
- 3.2 Appendix A presents the overall performance against the single action being presented in this session. Commentary by the responsible officer is provided for each action. Performance is summarised using a RAG system as follows:
- 3.3 The action is rated Green. These are actions which are on or above target as planned.
- 3.4 Zero actions are rated as Amber, these are those off target by less than 10% or where milestone achievement is delayed but with resolution in place to be achieved within a reasonable timeframe.
- 3.5 Zero actions are rated as Red. These are actions that are significantly below target.
- 3.6 Zero actions are rated as N/A. These are actions for which work has not yet meaningfully commenced e.g. being sequenced on the completion of other items, or where data unavailable.
- 3.7 The KPIs have been developed in close consultation with the relevant Officers for each service. It is expected that the KPI suite will experience a degree of evolution over the next four years. This improvement will be prompted by the needs of decision makers and the Committees, and further consideration of how to best meet those needs by Officers.

4. Other Options Considered

- 4.1 As Council has agreed that the Committees will lead on monitoring performance, there are no viable alternatives. An absence of performance arrangements would mean the delivery of the Corporate Plan is unmonitored, preventing continuous improvement. A purely internal KPI suite would prevent effective and transparent scrutiny and accountability.

5. Reasons for the Recommendations

- 5.1 This is a regular report where Members are invited to scrutinise and comment on performance.

6. Appendices

Appendix A – Corporate Plan 2024-27 KPI Report: Employment Committee End-Year (Q4) 2025/26

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South Kesteven District Council - Appendix A – Corporate Plan 2024-2027 KPI Report: Employment Committee End-Year (Q4) 2025/26

Corporate Plan 2024-2027: KPI Summary Report 2025/26 –Employment Committee							
Index	Priority	Action	Owner	2025/26 Quarterly Overall Status			
				Q1	Q2	Q3	Q4
COUN13	Effective Council	Continue to embed the People Strategy and accompanying action plan.	HR Manager	On Target	On Target	On Target	On Target

Corporate Plan 2024-2027: KPI Summary Report Q4 2025/26 – Employment Committee							
Index	Priority	Action	Owner	Target/s	Q4 Value	Q4 Status	Manager Commentary
COUN13	Effective Council	Continue to embed the People Strategy and accompanying action plan.	HR Manager	*Progress on completion of the People Plan (% of actions completed/on target to assess whether the work is progressing to expected	100%	On Target	The 2025 Engagement Survey was conducted in May/June 2025: Engagement Index target score for a year-on-year improvement was achieved with an engagement index of 75 (2024 72) and a response rate of 87%. A new People Strategy 2025-2028 was adopted in July 2025. 100% of actions from the people plan aligned to the strategy have been delivered. These objectives are based around recruitment, development, engagement, EDI, reward and recognition and wellbeing.
				*Engagement index score, year on year improvement (>72)	75	On Target	
				*Engagement survey response rate, year on year improvement (>85%)	87%	On Target	

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