

Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Tuesday, 8 April 2025 at 10.00 am
Council Chamber - South Kesteven House, St. Peter's Hill,
Grantham. NG31 6PZ

Committee Members: Councillor Anna Kelly (Chairman)
Councillor Gloria Johnson (Vice-Chairman)

Councillor Matthew Bailey, Councillor Rhys Baker, Councillor Ashley Baxter,
Councillor Harrish Bisnauthsing, Councillor Phil Gadd, Councillor Gareth Knight and
Councillor Paul Martin

Agenda

This meeting can be watched as a live stream, or at a later date, [via the SKDC Public-I Channel](#)

1. **Apologies for absence**
2. **Disclosure of interests**
Members are asked to disclose any interests in matters for consideration at the meeting.
3. **Public minutes of the meeting held on 11 March 2025** (Pages 3 - 4)
4. **Work Programme 2025 - 2026** (Page 5)
To consider the Work Programme for 2025-26.
5. **Exclusion of the Public and Press**
It is likely that the press and public will be excluded during discussion of the following agenda item because of the likelihood that information that is exempt under paragraphs 1 and 2 of Schedule 12A of the Local government Act 1972 (as amended) would be disclosed to them.
6. **Exempt minutes of the meeting held 11 March 2025** (Pages 7 - 9)
7. **Proposed Director Targets 2025-26** (Pages 11 - 24)
The report seeks input and engagement from Members of the Employment Committee and the approval for the proposed Directors' and Assistant Directors' appraisal targets for 2025-2026.

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☎ 01476 406080

Karen Bradford, Chief Executive
www.southkesteven.gov.uk

8. **Review of Chief Executive Pay** (To Follow)
9. **Any other business, which the Chairman, by reason of special circumstances, decides is urgent**

Meeting of the Employment Committee

Tuesday, 11 March 2025, 10.00 am



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Committee Members present

Councillor Anna Kelly (Chairman)
Councillor Gloria Johnson (Vice-Chairman)
Councillor Matthew Bailey
Councillor Rhys Baker
Councillor Ashley Baxter
Councillor Phil Gadd
Councillor Gareth Knight
Councillor Paul Martin

Officers

Karen Bradford, Chief Executive Officer and Head of Paid Services,
Graham Watts, Assistant Director (Governance and Public Protection) and Monitoring Officer,
Jane Jenkinson, Senior HR Officer,
Peter Harrison, Union Representative,
Kati Conway, Senior Neighbourhoods Officer,
Joshua Mann, Democratic Services Officer

19. Apologies for absence

There were no apologies for absence.

20. Disclosure of interests

There were no disclosures of interest.

21. Minutes of the meeting held on 15 January 2025

The minutes of the meeting held on 15 January 2025 were proposed, seconded, and AGREED as an accurate record.

The Head of Paid Service did note regarding the Employee Engagement Action Plan 2024-25 that South Kesteven District Council (SKDC) had been nationally shortlisted for the Employee Engagement of the Year award.

22. Updates from the previous meeting

The Chairman noted that all outstanding actions had been completed.

23. Work Programme 2024 - 2025

It was proposed, seconded, and AGREED to address items six and seven before item five.

It was proposed, seconded and AGREED for the applications for the Standards Committee Independent Person to be vetted by the Monitoring Officer, the Chairman of the Employment Committee, the Chairman and Vice-Chairman of the Standards Committee, prior to matter being considered by the full Employment Committee.

24. Any other business, which the Chairman, by reason of special circumstances, decides is urgent

There was none.

25. Chief Executive Appraisal

The press and public were excluded during discussion of the agenda item because of the likelihood that information that was exempt under paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972 (as amended) would have been disclosed to them.

Following deliberations, it was proposed, seconded, and AGREED that the Committee:

- 1. Consider the contents of the appraisal report compiled by the Director of HR and Councillor Development, for East Midlands Councils.**
- 2. Note the contents of the verbal presentation by the Chief Executive of the achievements over the last 12 months.**
- 3. Accept and approve the Chief Executive's targets and objectives set for 2025-2026 with understanding and flexibility, particularly within the context of LGR.**

The Chairman concluded the meeting at 11.07 am.

Employment Committee Work Programme 2025 – 2026

Chairman: Councillor Anna Kelly

Vice-Chairman: Councillor Gloria Johnson

Subject	Purpose	Outcome sought
10th July 2025		
People Strategy Update	New People Strategy (June 2025)	The Committee to approve the new People Strategy for 2025-2029
HR Policy and Handbook Review	New policies (June 2025): <ul style="list-style-type: none"> • Zero Tolerance Policy – Bullying, Harassment and Sexual Harassment • Maternity • Shared Parental Leave • Leave Policy Supporting Performance Improvement	The Committee to approve the new HR Policies.
Biannual HR Dashboard Update	The Committee to be updated every 6 months on the people metrics in line with the strategy. (June 2025 Committee for full year dashboard).	The Committee to note the HR Dashboard.

Items to be allocated in 2025-2026		
Independent Persons (Standards) Interview	To conduct interviews for the independent person of the Standards Committee.	To identify the appropriate candidate
Gender Pay Gap	Annual reporting of the Gender pay gap position (January 2026)	The Committee to note the Gender Pay Gap position.
Pay Policy Statement	Annual report of the pay policy statement (November 2025)	The Committee to recommend the Pay Policy Statement to Full Council.
Local Government Reorganisation Updates	Updates to be provided to the Committee regularly as new information becomes available.	The Committee to note the update.

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