

Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Wednesday, 12 November 2025 at 10.00 am
Council Chamber - South Kesteven House, St. Peter's Hill,
Grantham. NG31 6PZ

Committee Councillor Anna Kelly, Vice-Chairman of the Council (Chairman)
Members: Councillor Gloria Johnson (Vice-Chairman)

Councillor Rhys Baker, Councillor Ashley Baxter, Councillor Harrish Bisnauthsing,
Councillor Gareth Knight, Councillor Susan Sandall, Councillor Ian Stokes and
Councillor Paul Stokes

Agenda

This meeting can be watched as a live stream, or at a later date, [via the SKDC Public-1 Channel](#)

- 1. Apologies for absence**
- 2. Disclosure of interests**
Members are asked to disclose any interests in matters for consideration at the meeting.
- 3. Minutes of the meeting held on 16 September 2025** (Pages 3 - 4)
- 4. Pay Policy Statement 2026/27**
It is a requirement of the Localism Act 2011 that the Council produces an Annual Pay Policy Statement. This summarises current policies and arrangements in place relating to pay. The Pay Policy Statement is presented to Council as part of the budget setting and approval process
- 5. Gender Pay Gap** (Pages 19 - 28)
To inform the Employment Committee regarding the Gender Pay Gap position as of 31 March 2025.
- 6. Employee Engagement Survey Results 2025** (Pages 29 - 54)
The purpose of this report is to present the employee engagement survey results following the 2025 survey and outline actions to be undertaken following the survey.

7. **Human Resources Policy and Handbook Review** (Pages 55 - 99)
To seek approval for the implementation of two updated Human Resources (HR) policies and an Employee Handbook. These policies have been reviewed to ensure clarity, legal compliance and improved accessibility for employees and managers.
8. **HR Dashboard** (To Follow)
To present the HR metrics for the full year period from April to September 2025
9. **Work Programme 2025 - 2026** (Pages 101 - 102)
10. **Any other business, which the Chairman, by reason of special circumstances, decides is urgent**