

Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Thursday, 24 April 2025 at 10.00 am
Council Chamber - South Kesteven House, St. Peter's Hill,
Grantham. NG31 6PZ

Committee Councillor Anna Kelly (Chairman)

Members: 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. Minutes of the meeting held on 8 April 2025** (To Follow)
- 4. Work Programme 2025 - 2026** (Pages 3 - 4)
- 5. Any other business, which the Chairman, by reason of special circumstances, decides is urgent**
- 6. Exclusion of Press and Public**
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.
- 7. Exempt minutes of the meeting held on 8 April 2025** (To Follow)
- 8. Independent Person Interviews** (To Follow)

Published and dispatched by democracy@southkesteven.gov.uk on Monday, 14 April 2025.

01476 406080

Karen Bradford, Chief Executive
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Employment Committee Work Programme 2025 – 2026

Chairman: Councillor Anna Kelly

Vice-Chairman: Councillor Gloria Johnson

Subject	Purpose	Outcome sought
10th July 2025		
Key Performance Indicators Q4	To present the Council's performance against the Corporate Plan 2024-27 Key Performance Indicators (KPIs) for quarter 4 2024/25	For the Committee to scrutinise and note the contents of the report.
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.

