



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Employment Committee

Wednesday, 12 November 2025

Report of Councillor Ashley Baxter,
Leader of the Council and Cabinet
Member for Finance, HR and Economic
Development

Employee Engagement Survey Results 2025

Report Author

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Purpose of Report

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.

Recommendations

The Committee is recommended to note the findings of the engagement survey

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Does the report contain any exempt or confidential information not for publication?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 Wards);

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 financial implications associated with this report.

Completed by: David Scott – Assistant Director of Finance and Deputy s151 Officer

Legal and Governance

- 1.2 This report and presentation is for information only. There are no governance concerns associated with this report.

Completed by: James Welbourn, Democratic Services Manager

Human Resources

- 1.3 The annual engagement surveys gives the Council a clear indication on the positives of working for SKDC and identifies where elements can be improved in order to maintain the TeamSK culture that has been embedded in the Council.

Completed by: Sam Fitt, Senior Human Resources Officer

Mental Health and Emotional Wellbeing

- 1.4 Given the Council's priority of supporting mental health and wellbeing, this year's survey continues to include wellbeing related questions asking about the wellbeing provision at the Council and specific questions about the respondents own wellbeing. This produces a 'wellbeing index' which can be measured against last year's survey and compared across teams, which can direct future wellbeing actions and provide a benchmark.

Completed by: Sam Fitt, Senior Human Resources Officer

2. Background to the Report

- 2.1. In July 2025, South Kesteven District Council undertook the annual employee engagement survey and invited all employees to participate. The survey was open from 7th July 2025 until 31st July 2025.
- 2.2. Colleagues were asked to rate 41 statements on a scale from 'strongly agree' to 'strongly disagree'. There were a further 10 questions with opportunities to add comments to provide suggestions, feedback and explanations to how they have rated the statements.
- 2.3. As with previous years, topics included: Teamwork; Line Management; Working Environment; Innovation; Wellbeing; Engagement and Trust; Leadership; Change Management; Communication; Learning and Development; Reward and Recognition.

3. Survey Results and Key Considerations

- 3.1. 539 out of a possible 620 employees completed the survey (including casual workers). This resulted in an 87% response rate, which is an increase from last year's survey, which received an 85% response rate. The response rate in 2022 was 42%, so response rates have more than doubled in 3 years.
- 3.2. The Engagement Index increased to the highest levels seen in recent years. The Engagement Index in this year's survey is 75, compared to 72 in 2024, 70 in 2023 and 63 in 2022.
- 3.3. The Engagement Index is a measure of employee engagement. It is based on the following 6 survey questions:
 - I would recommend working for SKDC
 - I am proud to be working for SKDC
 - I am happy with my current job at SKDC
 - I find the work I do interesting
 - My job makes good use of my talents, skills and experiences
 - Morale at SKDC is generally good
- 3.4. For further details of the survey results, please refer to Appendix 1 which outlines: Response (%) to each question; Engagement levels broken down by key demographics; Wellbeing Index consisting of 4 wellbeing questions; Comments and common themes.

4. Consultation

- 4.1. Results have been shared and discussed with the Trade Union Representatives.
- 4.2. Results have been shared with Corporate and Senior Management Teams
- 4.3. Results have been shared with SKDCs People Panel Representatives.

5. Appendices

- 5.1. Appendix 1 – Engagement Survey Results Presentation