

HR Dashboard

Employment Committee

2025-26 Year to Date



Introduction

This presentation will discuss each strand, related HR metrics, and activities against each that took place from April to September 2025.



Workforce Planning

Reward & Recognition

Employee Experience

Equality, Diversity, Inclusion & Belonging

Learning & Development

Wellbeing



324



271

595

FT

475

PT

120

New Starters & Leavers

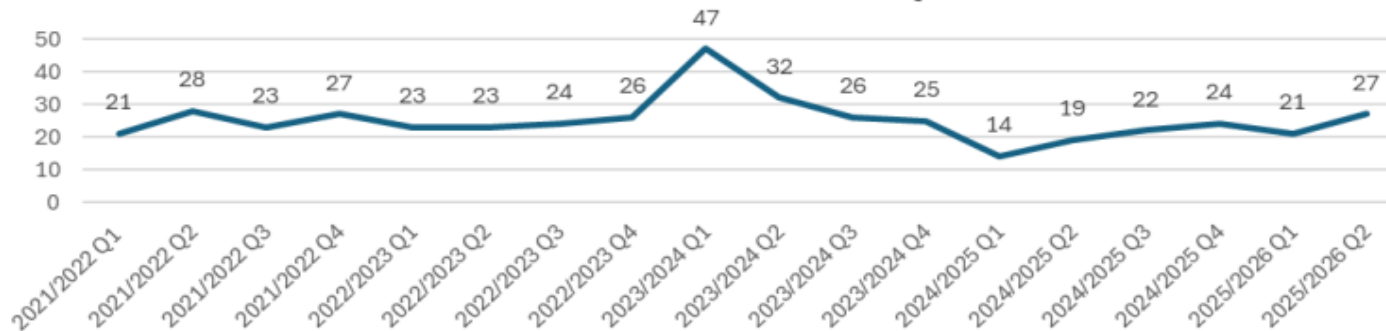


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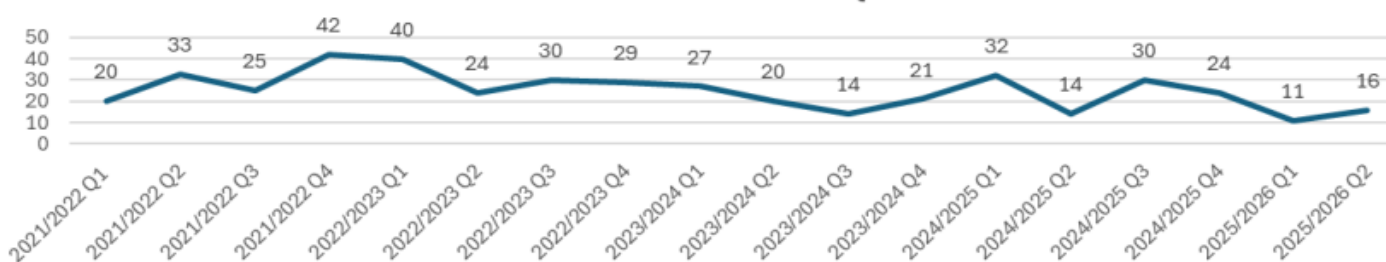


27

New Starters 21/22 - 25/26 Q2



Leavers 21/22 - 25/26 Q2



Starters and Leavers



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Workforce Planning

Reward & Recognition

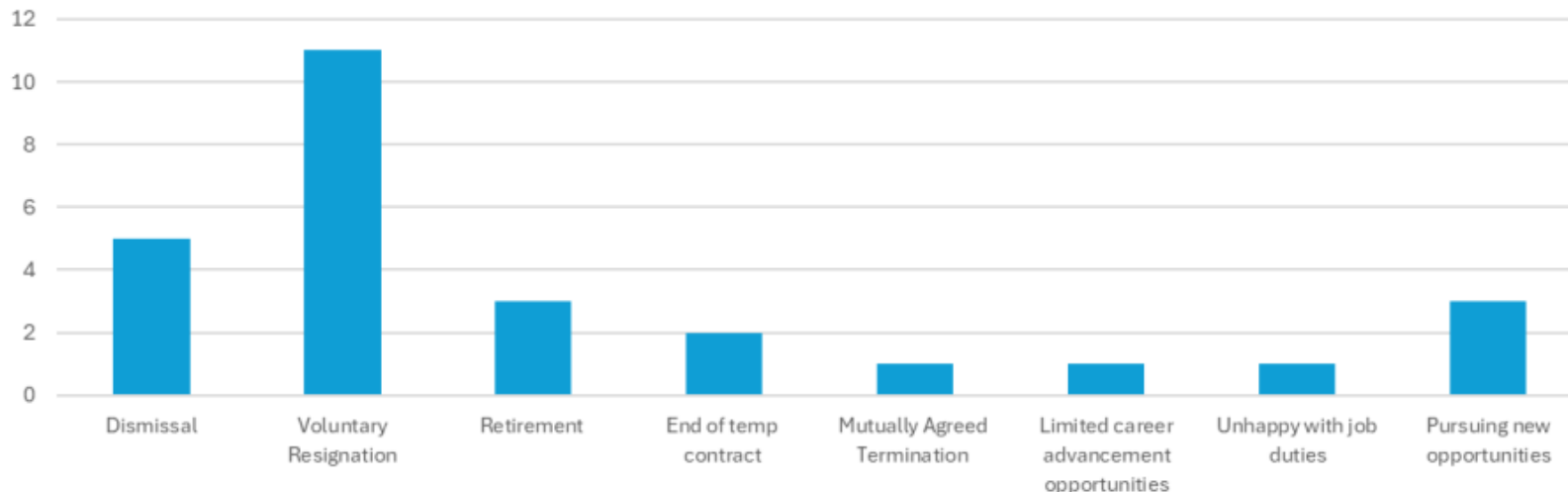
Employee Experience

Equality, Diversity, Inclusion & Belonging

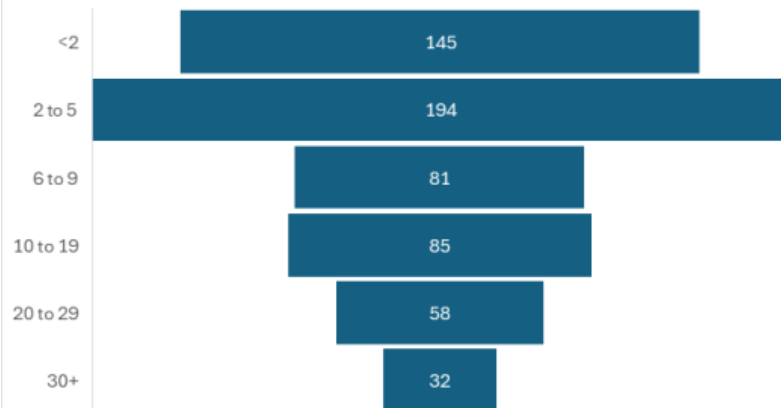
Learning & Development

Wellbeing

Reason for leaving



Headcount by Service Time (Years)



Activity

- 5 team restructures
- Exit interviews with HR offered for all leavers to get feedback, insights and trends, and this is shared with Senior Leadership.
- Recruitment upskilling regularly offered to all Hiring Managers. Currently delivering Recruitment Bitesize sessions



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Our #TeamSK Recognition Strategy includes:

Awards Evening – June 2025



Over 235 nominations for staff awards and 19 awards won during a fabulous event with over 100 employees present



Pay Award

There was a 3.2% pay award delivered to all members of staff in August (backdated to April 2025)



#TeamSK Thank You

#TeamSK Thank You, **over 165 nominations so far** since April 25 thanking colleagues for their hard work, achievements and support

Long Service

There were 21 long service awards being given this financial year, celebrating 10, 20, 30 and 40 years at the Council



Extra Leave

5 extra days annual leave after 5 years continuous service



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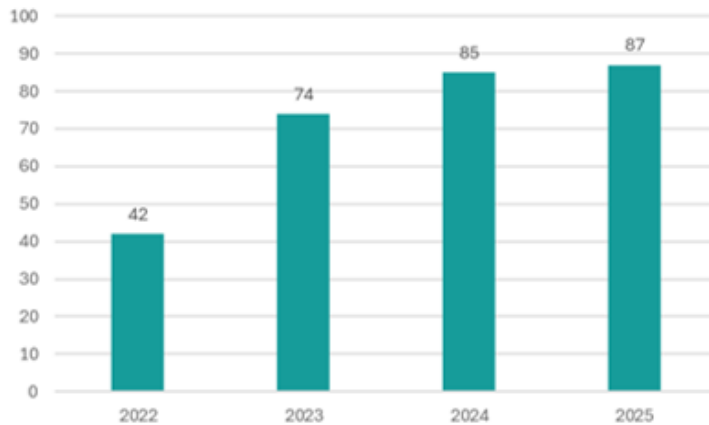
Learning &
Development

Wellbeing

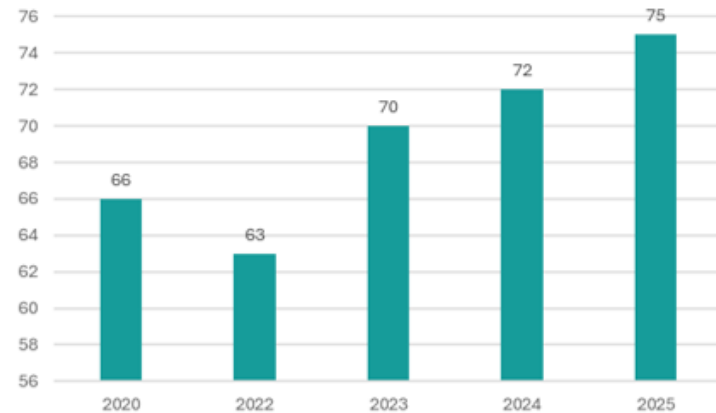
2025 Engagement Survey Results



RESPONSE RATE



ENGAGEMENT INDEX



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2025 WINNER

**Excellence in Employee
Engagement**



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Workforce Planning

Reward & Recognition

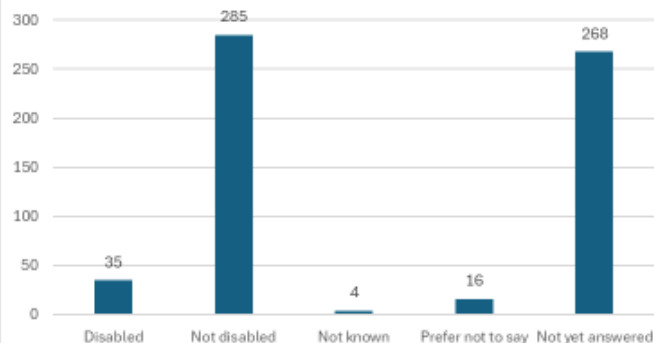
Employee Experience

Equality,
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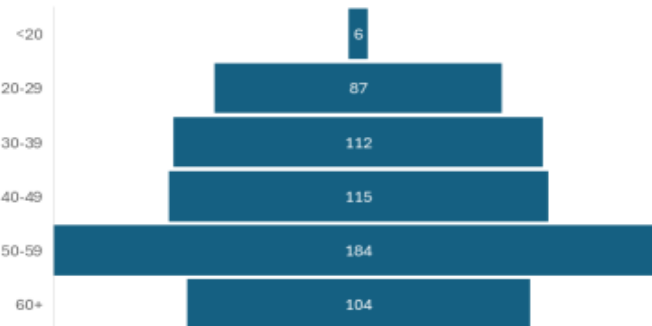
Learning & Development

Wellbeing

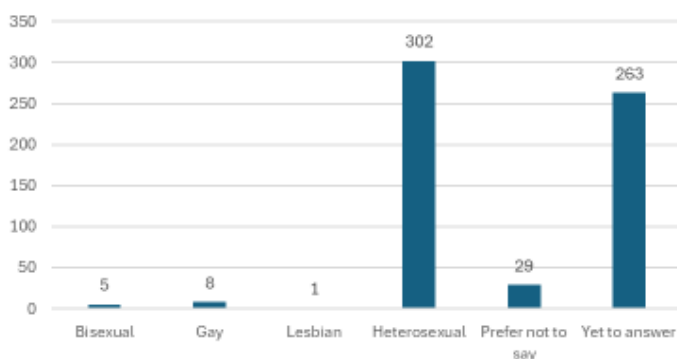
Disability HY 25/26



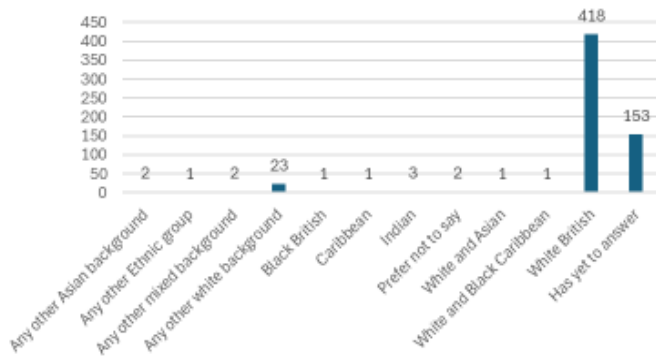
Age Range HY 25-26



Sexual Orientation HY 25-26



Ethnicity HY 25/26



-4.93%
mean pay gap
(-4.83% in 2024)

-4.08%
median pay gap
(0.80% in 2024)

Gender Pay Gap
31 March 2025

We're an
Age-friendly
Employer

Activity

- EDI focus how we reflect the community and ensure an inclusive internal environment.
- Focus on being an inclusive place to work including the holding the Menopause Café and launching a Carer's network, celebrating Black History Month and raising awareness of hidden disabilities.
- Blind recruitment implemented



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Apprentices



2

43

10

- 43 current Apprenticeships
- 2 completed so far during the year
- 10 started during the year

Most recent network meeting was
16th October 2025 and well attended.

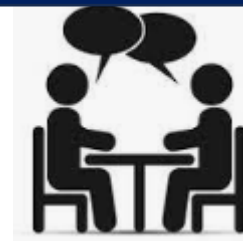
Line Manager Forum



Line Manager Forum supports the
development of 50+ managers across
the Council.

6 sessions held to date.

Appraisals



100% of appraisals completed for
25/26.

Outputs built into the Workforce
Development Plan.

Training



£88,337

431 Employees
attended events

59 Learning
Events

- Combination of paid for, free and internal courses.
- Learning Management System providing many online courses.

Bitesize Learning



- Training courses sharing knowledge and expertise within the Council delivered during the year with more planned.

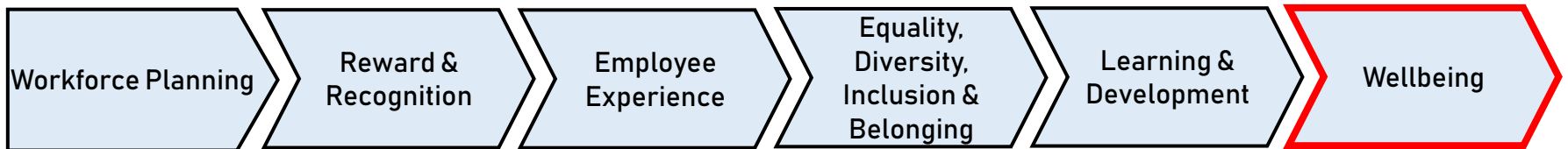
Development Drive



- Focus on holistic development including coaching, mentoring, internal work experience etc.
- Apprenticeship interest has massively increased.

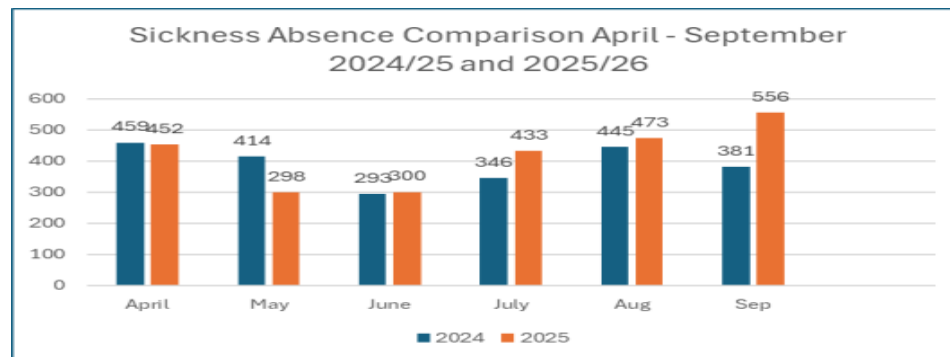


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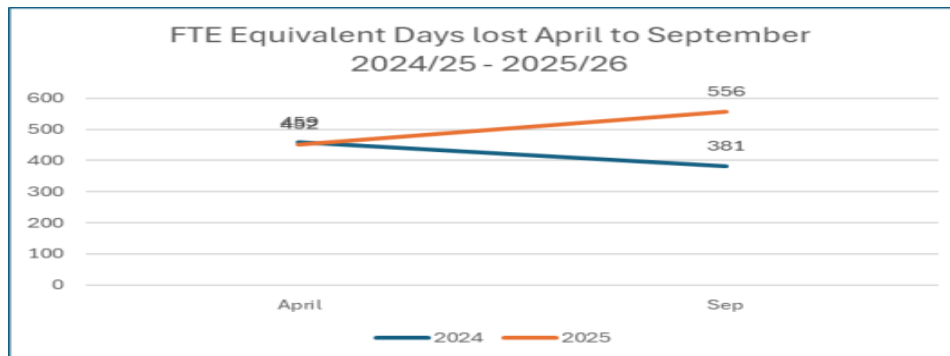


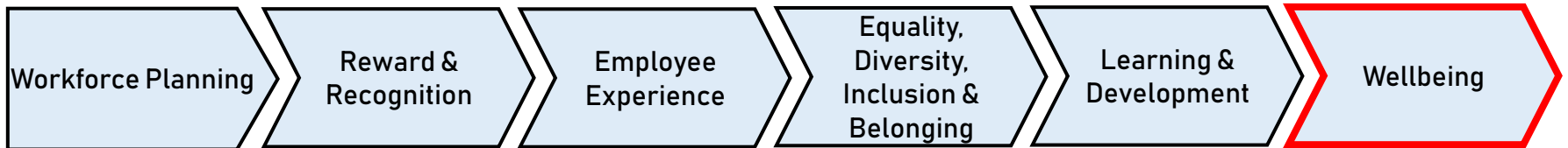
Sick Absence:

1143	1452	4.63
25/26 short term sickness FTE days	25/26 long term sickness FTE	25/26 average sickness per FTE

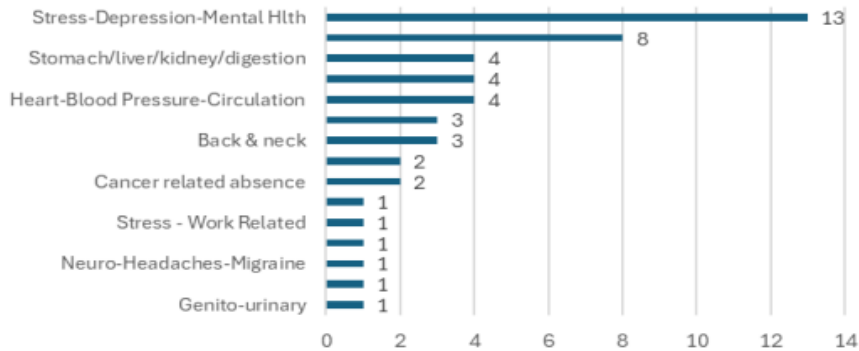


- 4.63 days lost per employee for full year compared to 4.07 days for the same period the previous year.

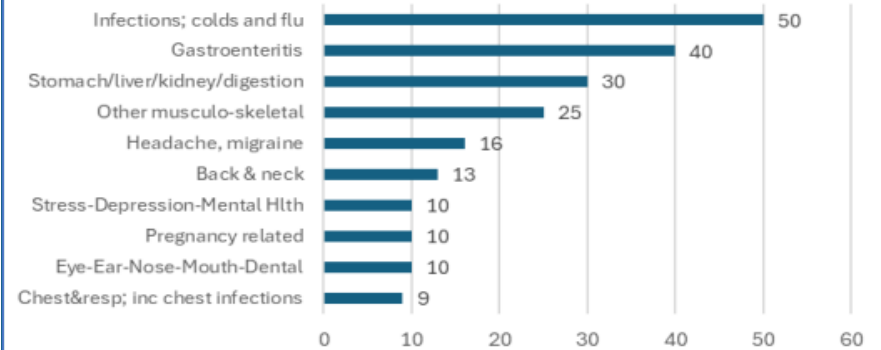




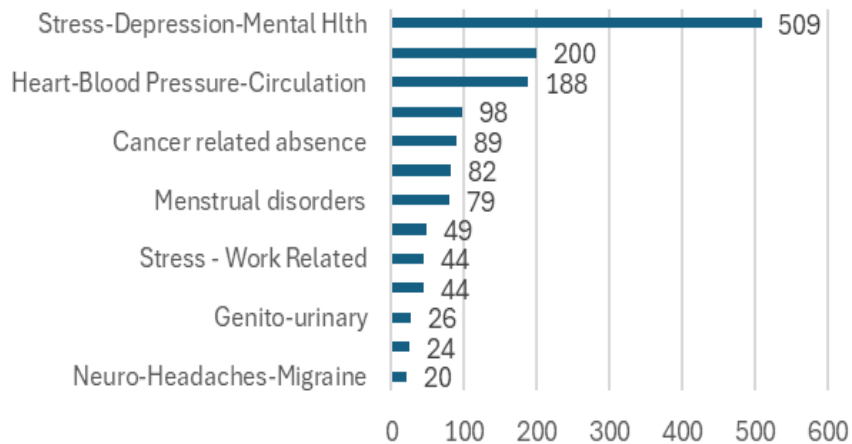
Top 10 Reasons for Absence (number of instances - Long Term)



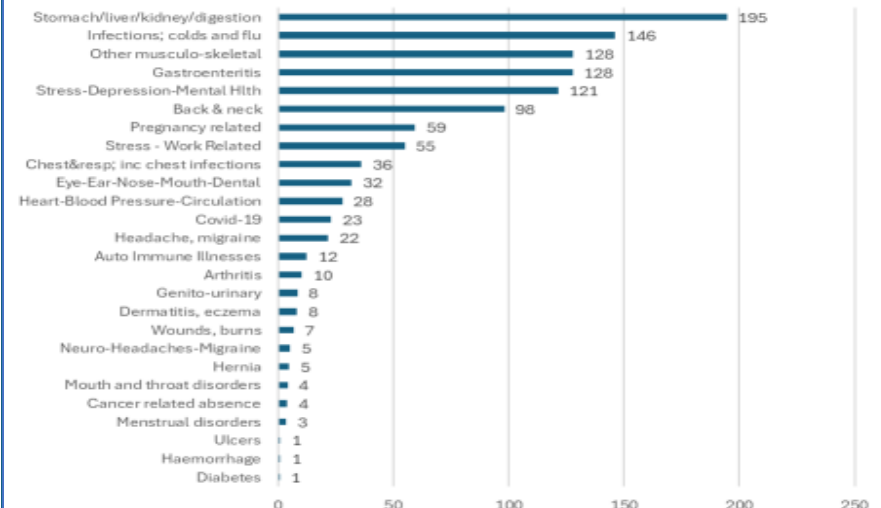
Top 10 Reasons for Absence (number of instances - Short term)

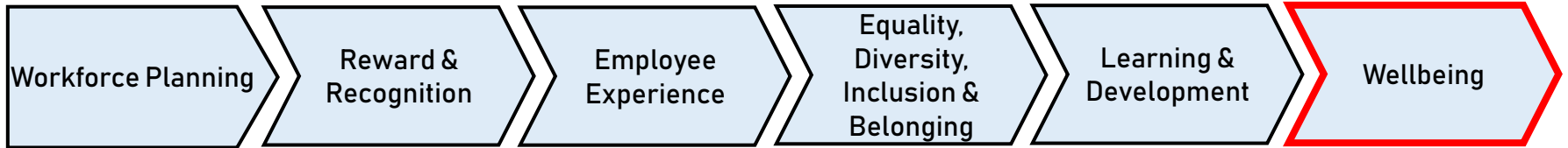


Long Term FTE Days lost



Short Term FTE Days lost



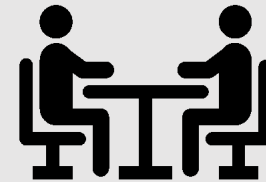


Number of visits to
Employee Assistance
Programme Apr to Jun 25 :
14 calls
24/25 53 calls



99.7%

303 return to work
conversations completed
April to September 2025



Number of visits to Mental
Health First Aiders April to
September 2025:

66

52 Mental Health First Aiders
Latest network meeting October
2025

Activity

- HR partnering focuses on departments attendance management.
- Longest sick absence cases have been allocated HR support.
- Bitesize sessions on Attendance Management being delivered by the HR team – both general sessions and targeted for areas with high absence levels, e.g. Waste, Street Scene, Housing Technical Services.

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Menopause Friendly

- Menopause Cafe
- Reflexology session
- Nutritionist session
- Free sanitary products in toilets
- Kate Mitchell - Women's Health Specialist Physiotherapist session



Learning New Skills



- Djembe Drumming (May)
- Knitting (May)
- SK Choir (May-June)
- Photography (June)
- Painting (September)

Carers Forum



- Line Manager information session
- Employee information session
- Carers Passport & guidance
- Carers Guide
- Carers Week event (June)

Wellbeing Plan



The Wellbeing Plan was circulated (May) to all staff, showcasing the events coming up, how to get involved and how to suggest new ideas.

In the recent staff survey, the Wellbeing index increased from 68 to 73 and more activities delivered were attended

Mental & Social Wellbeing



- Finance Workshops (March/April)
- Stress awareness month (April)
- Sleep Health Workshop (April)
- Easter Egg hunt (April)
- Mental Health Awareness Week (May)
- Working Parents webinars (May)
- TeamSK Staff Awards (June)
- World Mental Health Day (October)

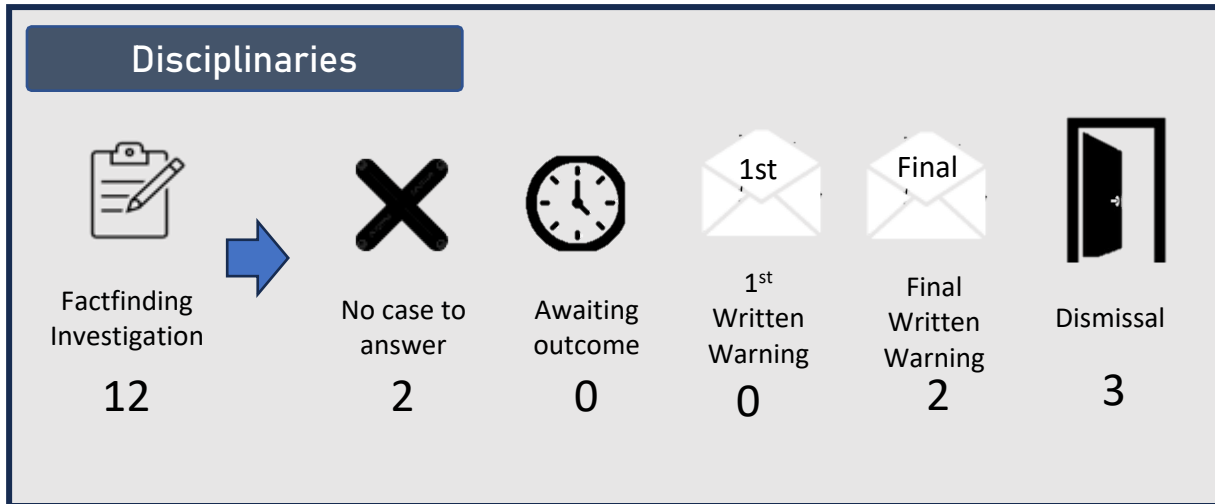
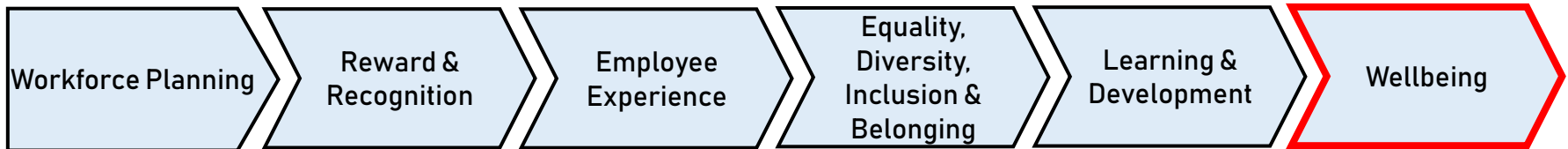
Physical wellbeing



- Bike to work week (June)
- Steps Challenge (July)
- National Fitness month (September)
- Health Checks (September)



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Activity

- Investigations training delivered in October
- All managers invited to disciplinary training to upskill on the new policy and completing investigations.
- 1 resignation.
- 3 settled.
- 1 informal resolution

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HR Future Focus

Employment Rights Bill

Continuing to monitor changes that may come into effect with the Employment Rights Bill, including:

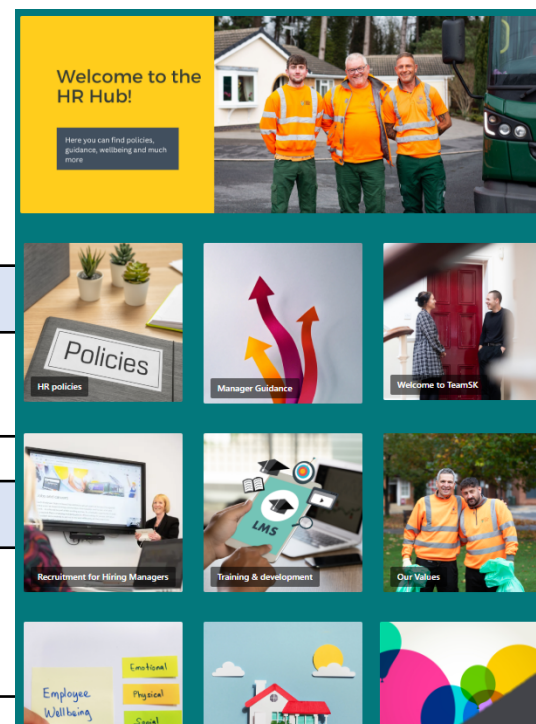
- Trade Union Reform (enhancing rights and protections)
- Statutory Sick Pay reforms (being paid from first day)
- Parental and Paternity Leave a day one right
- Tribunal award changes
- Fire and Rehire practices abolished
- Sexual Harassment mandatory training requirement
- Unfair dismissal protection from day one
- Flexible working being treated as the 'default'
- Zero hours works contract reforms

HR Hub Development

- Continuing policy updates and manager guidance
- Accessibility to all staff including manual workers

Other HR Focuses for 2025/26

- Local Government Reorganisation impact
- Training needs analysis (particularly with LGR in mind)
- Engagement, wellbeing and development plans deployment



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