



**SOUTH
KESTEVEN
DISTRICT
COUNCIL**

Employment Committee

22 June 2026

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

HR Dashboard

Report Author

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Purpose of Report

To present HR metrics for the 2025/2026 financial year.

Recommendation

The Employment Committee is asked to note the information provided in the HR dashboard for the 2025/26 financial year.

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Does the report contain any exempt or confidential information not for publication?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 The staffing budget remains the most significant annual cost incurred by the Council. It is important the Council actively reviews and understands the workforce composition, operation, development and performance to ensure it remains motivated, focused and skilled to support the delivery of the Council's Corporate Plan ambitions.

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

Legal and Governance

- 1.2 There are no specific governance implications arising from this report.

Completed by: *James Welbourn, Democratic Services Manager*

2. Background

- 2.1 Appendix A contains a presentation that provides an update on the Council's people metrics for the period from April 2025 to March 2026.

- 2.2 The dashboard covers the following themes from the People Strategy and narrative for each is outlined below:

- Recruitment and Workforce Planning
- Reward and Recognition
- Wellbeing
- Learning and Development
- Equality, Diversity and Inclusion
- Employee Experience

2.3 **Workforce Planning:**

- The establishment is 621 (340 males and 281 females). During the year, the Council had 105 new starters and 70 leavers.
- 60% of the workforce has been employed by SKDC for less than 5 years.
- The total combined service of Council Officers is 5,361 years.

- Exit interviews identify trends which are reported to the Senior Leadership Team.

2.4 **Reward and Recognition**

- The Council's recognition strategy includes long service awards, employee awards and our '#TeamSK Thank You' scheme which has received nearly 600 nominations this year.
- A staff awards evening was held in June 2025. More than 200 nominations for the awards were received prior to the event and 19 awards were presented.
- The next Awards events are planned for 25th June 2026 with a separate event for staff at the depot on 22nd July 2026.

2.5 **Wellbeing**

- Once again, a comprehensive wellbeing programme has been delivered including more than 50 events across the year to support engagement and resilience.
- Staff absence levels are 11.40 days per FTE compared to 12.45 for 2024/25.
- The most common reasons for absence (days lost) remain as stress and mental health related illness, back and neck and other musculoskeletal issues.

2.6 **Learning & Development**

- There have been 121 formal learning events during the year.
- 94% of appraisals have been completed with the remaining ones being finalised. The outputs are being built into the Workforce Development Plan.
- There are 42 colleagues on apprenticeship programmes in varied topics including: senior leadership; joinery; facilities management and IT.
- Development opportunities this year have included: ILM courses; mentoring; internal work experience; coaching; and various bitesize learning sessions.
- Continued delivery of the Line Manager Forum saw a resilience training programme in March, alongside ongoing Senior Manager Forum engagement to strengthen leadership capability.

2.7 **Equality, Diversity and Inclusion**

- A focus on being an inclusive place to work in 2025 has included: support through the Carer's Network; celebrating Black History Month; Menopause Cafes; and raising awareness of hidden disabilities.
- Nearly 70% of the workforce is aged over 40 with the largest proportion in the age range of 50-59. South Kesteven is an accredited 'Age-Friendly Employer'.
- The Council currently has a negative Gender Pay Gap meaning that, on average, women are paid slightly more than men across the organisation.

2.8 Employee Experience

- Employee engagement levels were measured in a survey in June 2025. They demonstrated an increase across the Council.
- Feedback sessions took place across all teams to discuss the survey results and to recommend action plans in response to the survey.
- The People Panel continued to inform improvements and workforce decisions. The Panel is made of employees from across the Council (one from each team) who provide feedback, share employees' perspectives and act as a sounding board for proposed changes.
- The HR Hub continues to be enhanced to improve policy accessibility and support for employees.
- Staff engagement had been maintained during LGR through regular briefings and change planning activities.

3. Consultation

- 3.1 Discussions on the HR metrics in the HR Dashboard take place regularly with the Trade Unions.

4. Appendices

- 4.1 Appendix 1 – HR Dashboard