

HR DASHBOARD 2025 - 2026

People Strategy

This presentation will discuss each strand, related HR metrics, and activities against each that took place from April 2025 to April 2026

621 employees
across the Council and
a further 60 casuals

50+ Teams
delivering a wide range
of services to our
communities.



Employee Journey



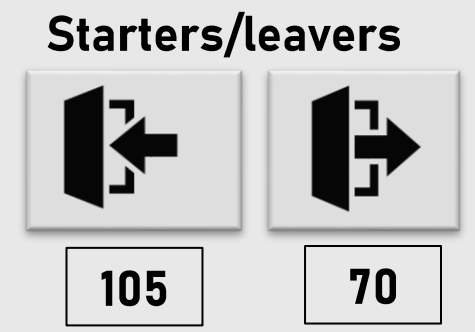
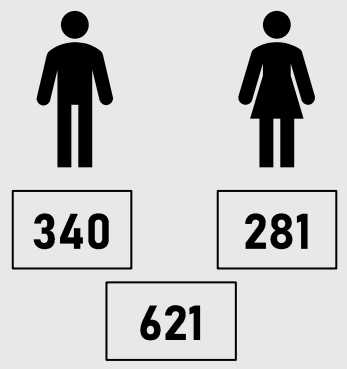
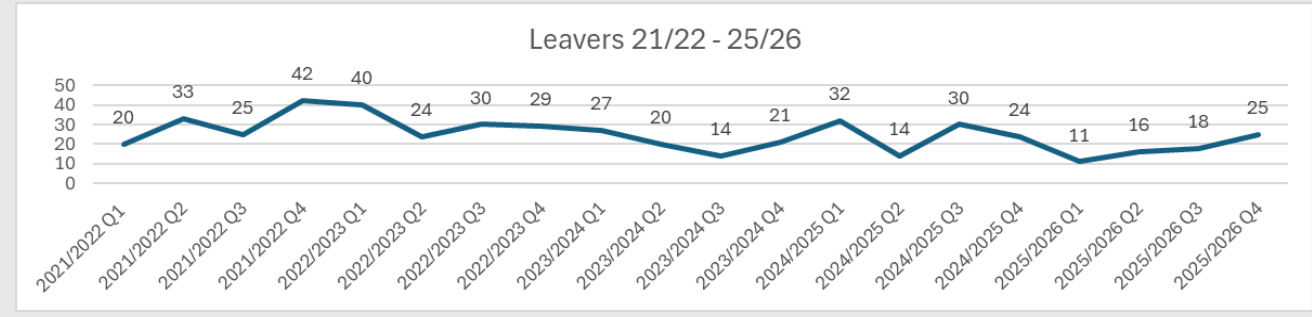
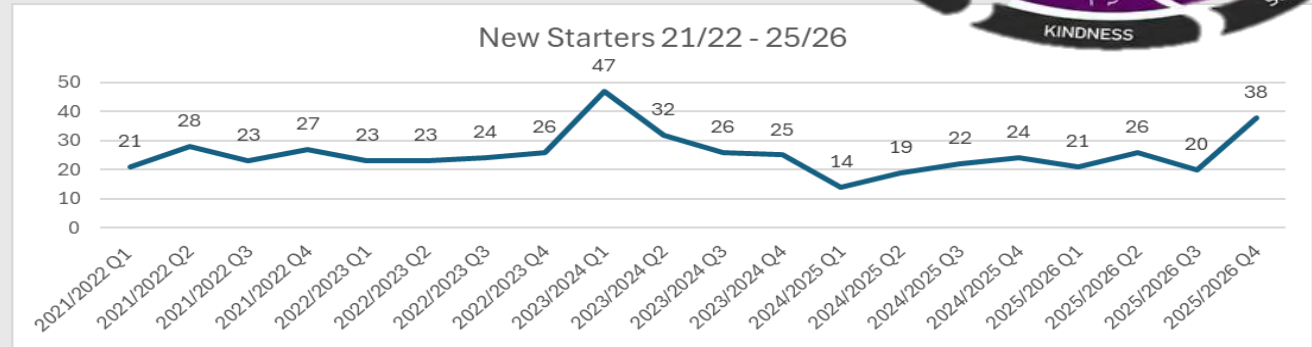
Workforce Planning



In 2025/26...

1605 Applicants

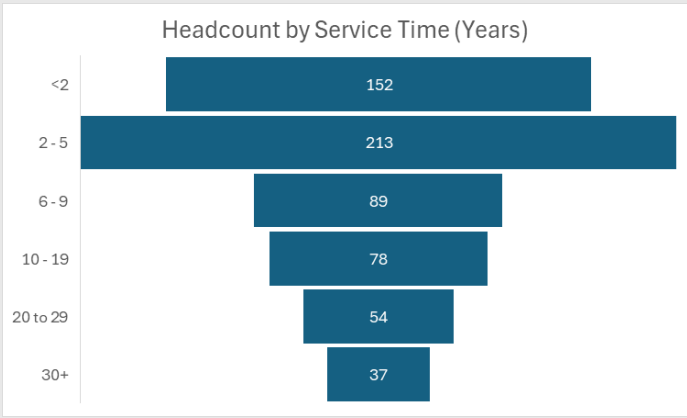
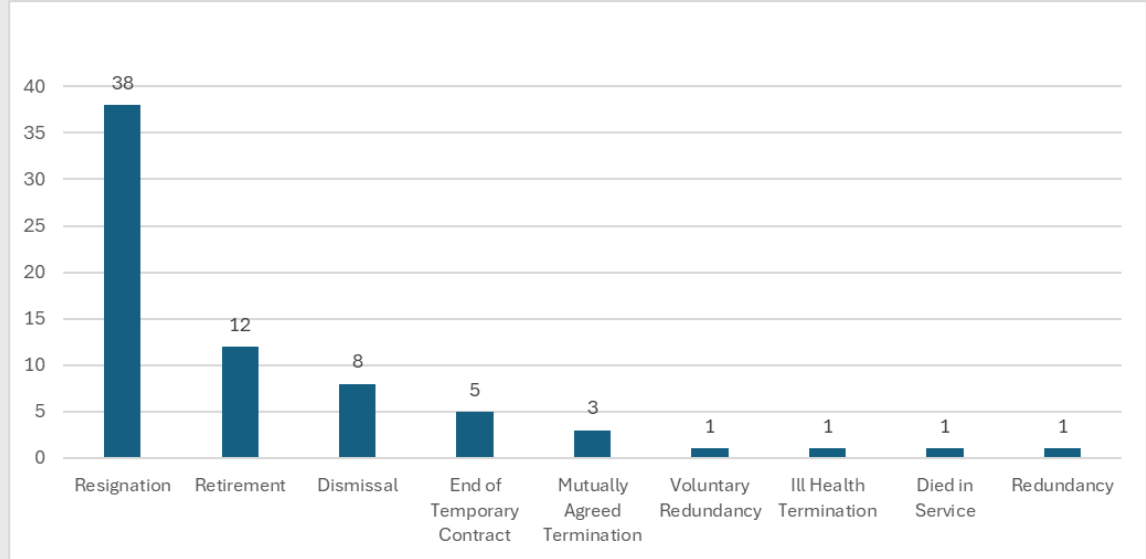
469 Candidates Interviewed



Workforce Planning



Reasons for leaving in 25/26



- ### Activity
- 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 through bitesize learning.

Reward and Recognition



Awards Evening – June 2025



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



#TeamSK Thank You

#TeamSK Thank You, **over 595 nominations** thanking colleagues for their hard work, achievements and support

Extra Leave

5

extra days annual leave after 5 years continuous service



Long Service

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



Awards Evening planned for 25th June 2026
New separate awards event planned for Waste, Tech Services and Street Scene on 22nd July 2026

Pay Award

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

Wellbeing - Absence



Absence Days Lost

657

P12 25/26

6446

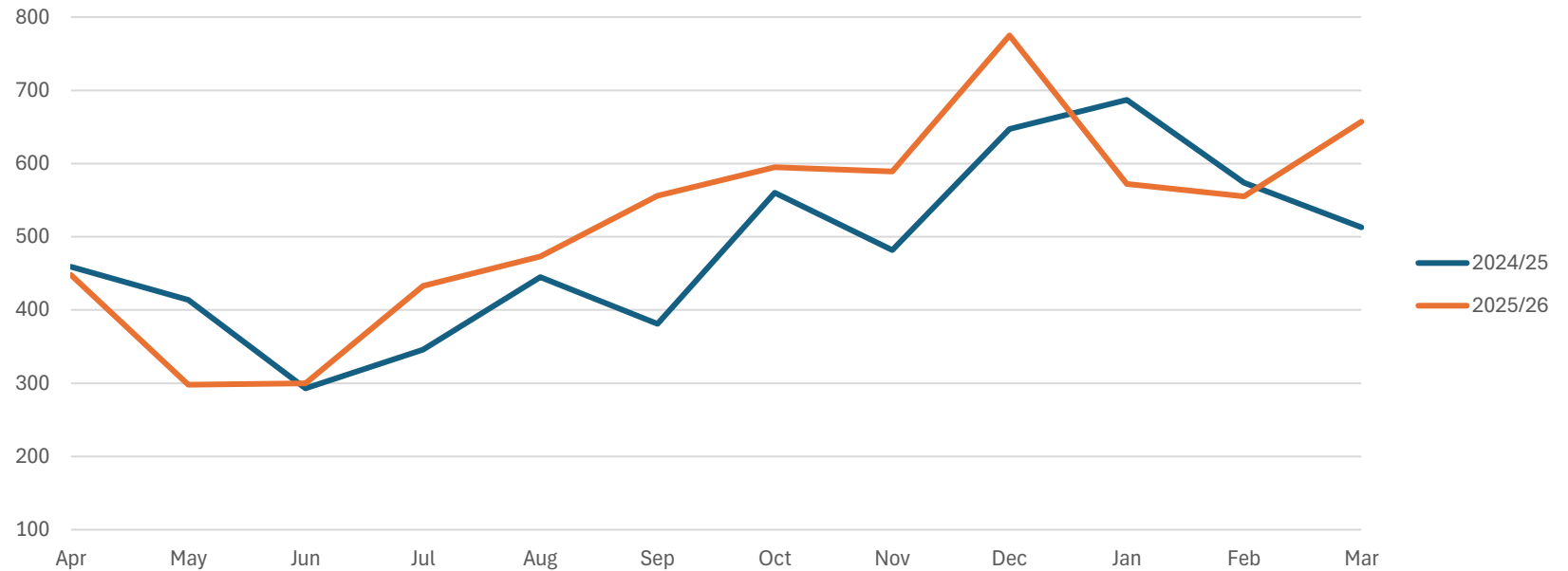
YTD 25/26

513

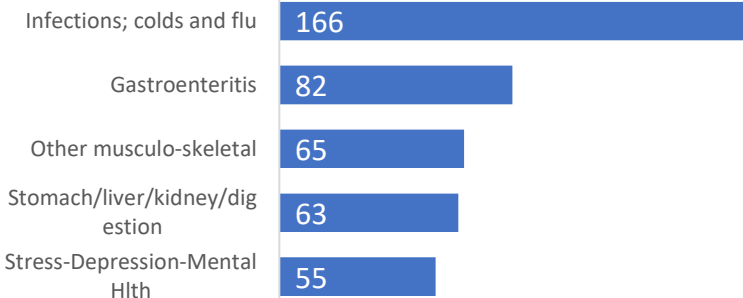
P12 24/25

6323

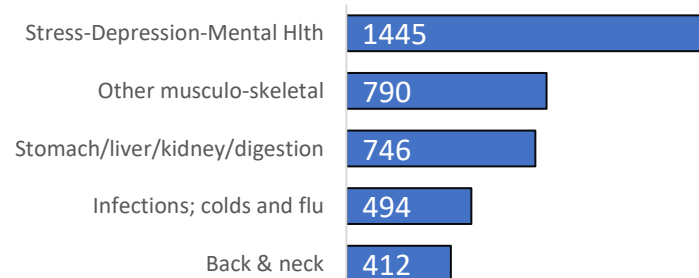
YTD 24/25



Top 5 reasons for absence – no. of instances (YTD)



Top 5 reasons absence days lost per FTE (YTD)



Days lost (YTD)

11.40

Days lost per FTE (25/26)

Down from 12.45 days per FTE in 24/25

Wellbeing - Absence



68

Short term cases in P12 (25/26)
[57 in P12 24/25]

547

Short term cases YTD

1565

Short term sick days lost (YTD)

Top 3 reasons for short term absence in P12

| | Reason | No. of instances |
|---|---------------------------|------------------|
| 1 | Infections; colds and flu | 14 |
| 2 | Gastroenteritis | 13 |
| 3 | Other musculo-skeletal | 8 |

32

Long term cases in P12 (25/26)
[12 in P12 24/25]

125

Long term cases YTD

4881

Long term sick days lost (YTD)

Top 3 reasons for long term absence in P12

| | Reason | No. of instances |
|---|-------------------------------|------------------|
| 1 | Stress-Depression-Mental Hlth | 8 |
| 2 | Other musculo-skeletal | 7 |
| 3 | Cancer related absence | 3 |

Wellbeing - Absence



Actions being taken to reduce absence levels

Training on mental health related topics

Dedicated HR support for each long-term sickness case

Upskilling sessions focusing on 'Return to Work' meetings and managing long term sickness

Early intervention with staff absent with work related stress and mental health to support (e.g. risk assessments)

Monthly partnering meetings with high absence departments to ensure appropriate action plans are in place

Monthly sickness absence scorecard identifies trends and additional support needed

Weekly Sickness Absence meetings with Waste team

26

Triggers actioned YTD

48

Visits to the EAP (2025)

100%

Return to work conversations completed (672 out of 672)

64

OH Referrals (YTD)

128

Mental Health First Aiders conversations (YTD)

Wellbeing



We're an Age-friendly Employer



Connecting with Colleagues

- Easter Egg Hunt (April)
- Choir (May/June/Nov/Dec)
- Wimbledon Day (July)
- Bowls Evening (August)
- Christmas Quizzes (December)
- Christmas Scavenger Hunt (December)
- Mince Pies and Festive Treats (December)
- Christmas Advent Raffle (December)
- Random Acts of Kindness Day (February)

Keeping Active

- Bike Week/ Bike to Work (June)
- Outdoor Summer Hunt (July)
- Swimathon (August)
- Mind & Body Tone (October)
- White Ribbon Day Football Tournament (November)
- 100 Miles Challenge (November)
- Car Free Day (January)
- Swimathon (February)
- TeamSK Move More Challenge (February)
- Gingerbread Football Cup (March/April)



Over 65 employees attended our IWD event

Move More Challenge Winners



Raising Awareness

- Stress Awareness Month (April)
- Sleep Health Workshop (April)
- Children's Sleep Health Workshop (May)
- Mental Health Awareness Week (May)
- Wellbeing for Working Parents Webinar (May)
- Carers Week (June)
- Age Without Limits Day (June)
- Blood Cancer Awareness (September)
- International Day of Older People (October)
- Black History Month (October)
- Wear Red Day - show racism the red car
- International Men's Day (November)
- Christmas Jumper Day (December)
- Blue Monday / Brew Monday (January)
- Time to Talk Day (February)
- International Women's Day (March)
- Andy's Man Club presentation (March)
- Women's Wellbeing (March)

Keep Learning

- British Sign Language Taster (April)
- Knitting (May/July)
- Photography (July)
- Difficult Conversations Workshop (October)
- Water colour Painting Xmas Cards (November)
- Wreath Making (December)
- Red Nose Day Crafts (March)



"The wellbeing program is amazing, and I enjoy getting involved"

"The wellbeing offering is extremely comprehensive. This is something SKDC can be proud of!"

"The Wellbeing Team boost morale & opportunities for colleagues to connect"

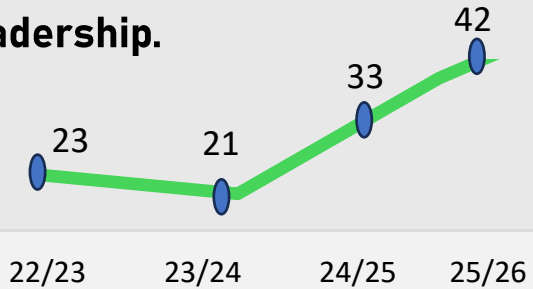
"The wellbeing team do a great job offering a range of activities, which are improving year upon year"

"The program is varied with great lunchtime opportunities for employees to learn new skills"

Learning & Development



42 apprentices studying a range of courses from Plumbing and Electricians to Environmental Health and Leadership.



121 formal learning events in 25/26

More than **50** elearning modules



94% of appraisals

completed for 25/26 so far. Outputs built into the Workforce Development Plan.

'Learning at Work Week'

18th – 22nd May
Celebrating and promoting professional development.

76 managers are part of our Line Manager Forum

&

16 senior managers are part of the Senior Manager Forum



Focus on holistic development including coaching, mentoring, internal work experience and bitesize training etc.



Equality, Diversity, Inclusion & Belonging



We're an
**Age-friendly
Employer**



Diversity
Pledge



International
Women's Day

Gender Pay Gap

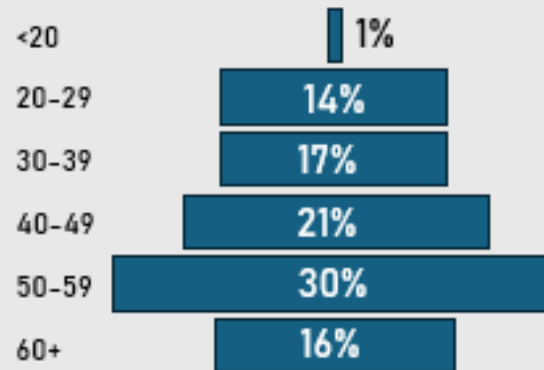
-4.83%
mean pay
gap (2025)

0.80%
median pay
gap (2025)

11

awareness events
in the last year

Age profile



Networks

Carers' Forum

Menopause Cafe

Working Parents' Forum



Employee Experience



27 colleagues form our People Panel meeting quarterly.



Handbook and policy refresh completed.
Employment Rights Act plan in place.

Engagement Survey key results

Over 80% of teams/respondents have had survey results sessions

Themes from sessions:

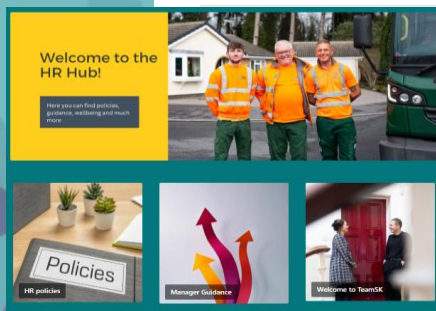
- Issues around fairness in pay at lower end of scale
- Communication is great from CMT/SLT, but messages from middle managers is sometimes lost
- Wider theme of some areas of inconsistency between department managers (policies, leave, flexi, wellbeing)
- Wellbeing needs to be more accessible to all employees e.g. on part time hours and different locations



2025 winner
Excellence in
Employee
Engagement

LGR

- Regular staff briefings and communications
- Joint Lincs HR Group workforce planning for LGR.
- Resilience training for Line Managers to build change readiness.

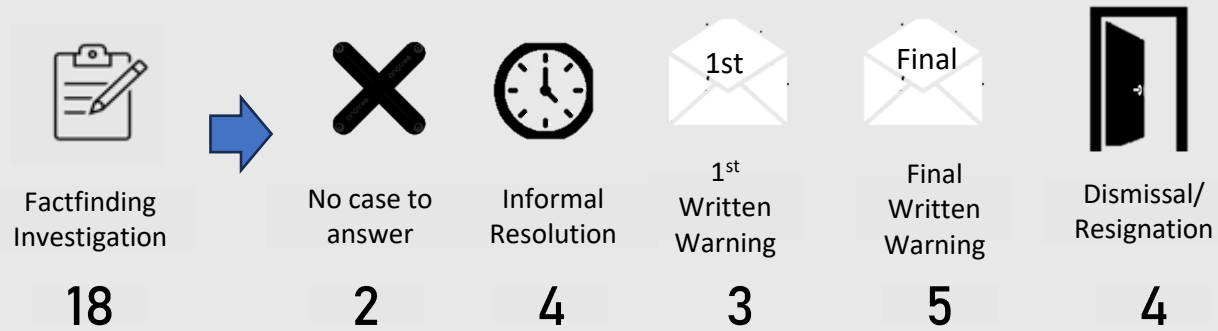


Over 11k visits to the HR Hub since it launched in 2024

Cases



Disciplinarys



Grievances



Activity

- Investigations training delivered April (30 managers trained).
- Total 18 disciplinary cases and 1 appeal during the year.