

South Kesteven District Council - Appendix A – Corporate Plan 2024-2027 KPI Report: Employment Committee End-Year (Q4) 2025/26

Corporate Plan 2024-2027: KPI Summary Report 2025/26 –Employment Committee							
Index	Priority	Action	Owner	2025/26 Quarterly Overall Status			
				Q1	Q2	Q3	Q4
COUN13	Effective Council	Continue to embed the People Strategy and accompanying action plan.	HR Manager	On Target	On Target	On Target	On Target

Corporate Plan 2024-2027: KPI Summary Report Q4 2025/26 – Employment Committee							
Index	Priority	Action	Owner	Target/s	Q4 Value	Q4 Status	Manager Commentary
COUN13	Effective Council	Continue to embed the People Strategy and accompanying action plan.	HR Manager	*Progress on completion of the People Plan (% of actions completed/on target to assess whether the work is progressing to expected	100%	On Target	The 2025 Engagement Survey was conducted in May/June 2025: Engagement Index target score for a year-on-year improvement was achieved with an engagement index of 75 (2024 72) and a response rate of 87%. A new People Strategy 2025-2028 was adopted in July 2025. 100% of actions from the people plan aligned to the strategy have been delivered. These objectives are based around recruitment, development, engagement, EDI, reward and recognition and wellbeing.
				*Engagement index score, year on year improvement (>72)	75	On Target	
				*Engagement survey response rate, year on year improvement (>85%)	87%	On Target	