

# Overview and Scrutiny Jan 2026

## SBC Workforce



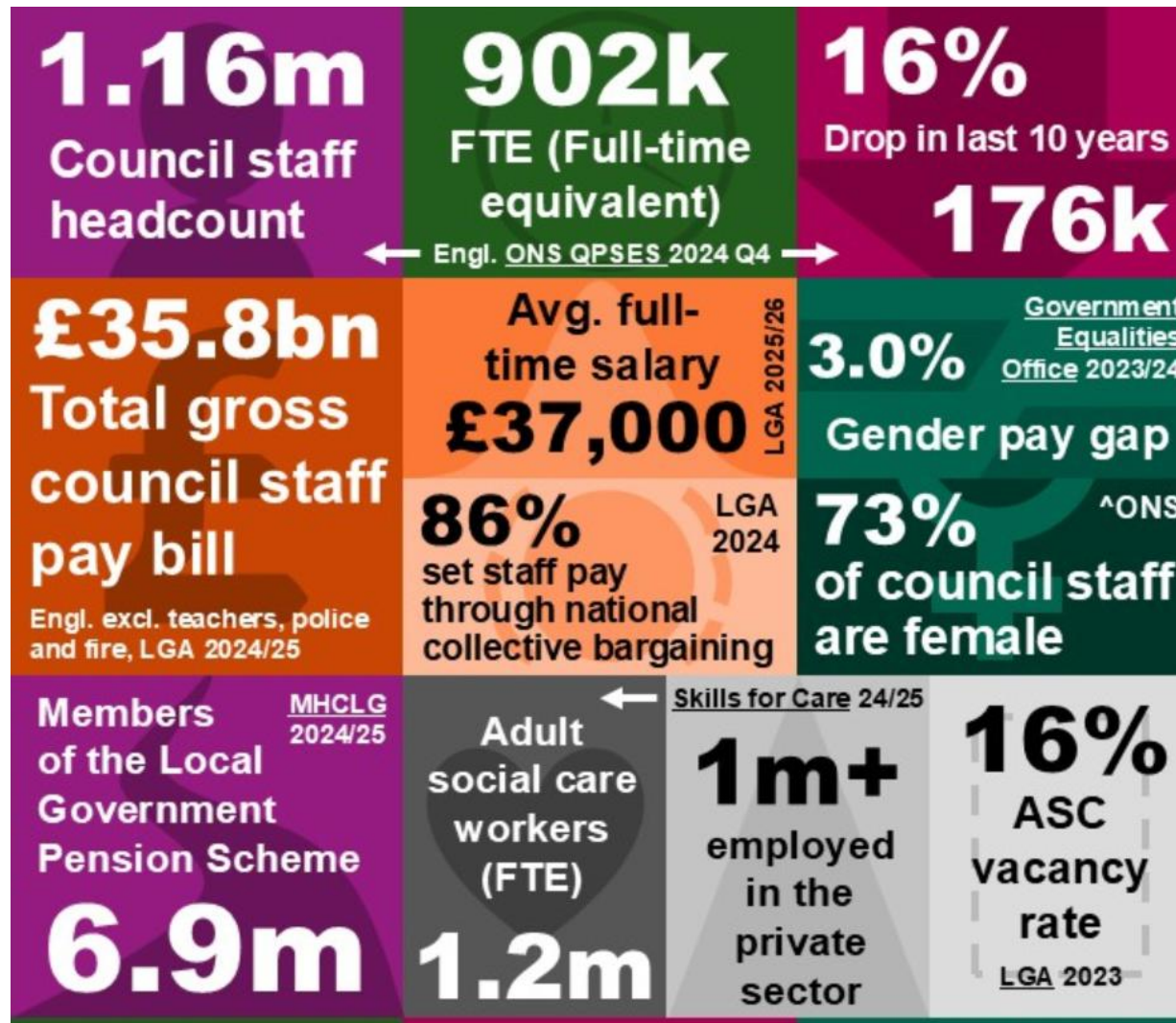
# Introduction

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## Agenda

1. National picture on the public sector
2. SBC staff key stats and figures
3. Ensuring SBC attracts and retains the best workforce
4. How we engage our staff
5. What our staff tell us
6. Inclusion
7. LGR

# National Local Government Context





# Stevenage Borough Council staff facts and figures

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# Stevenage Borough Council

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Annual pay bill  
is £41.5M

Workforce of  
702  
headcount,  
663.5 FTE

615 staff are  
permanent  
and 87 on fixed  
term contracts

Workforce  
Stability >85%

Gender split of  
workforce is  
53% female  
and 47 male

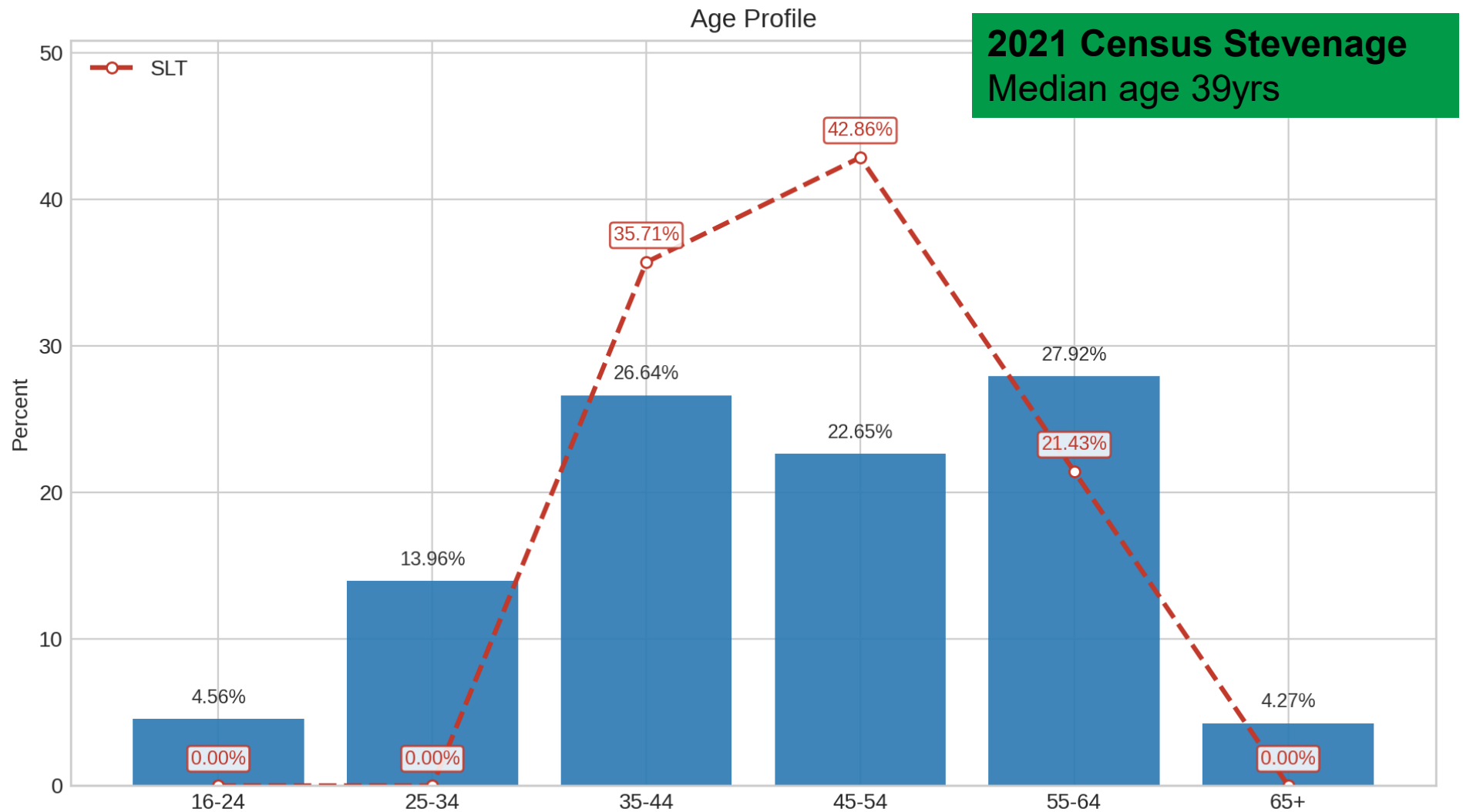
Gender Pay  
Gap of -0.98 –  
improving  
trend

We follow  
national pay  
scales and pay  
bargaining

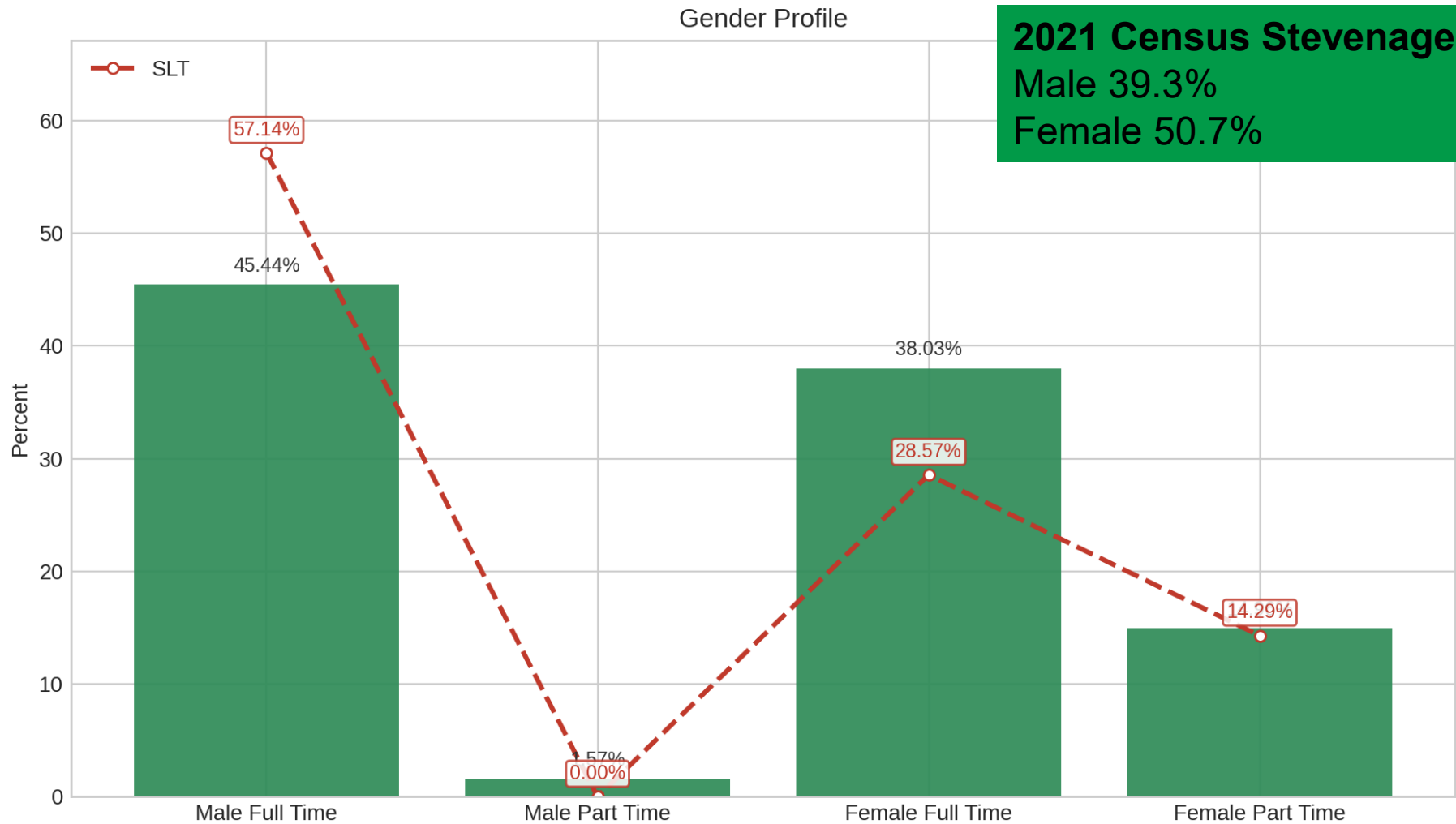
We committed  
as a national  
living wage  
employer

51% of  
workforce live  
in SG1/SG2

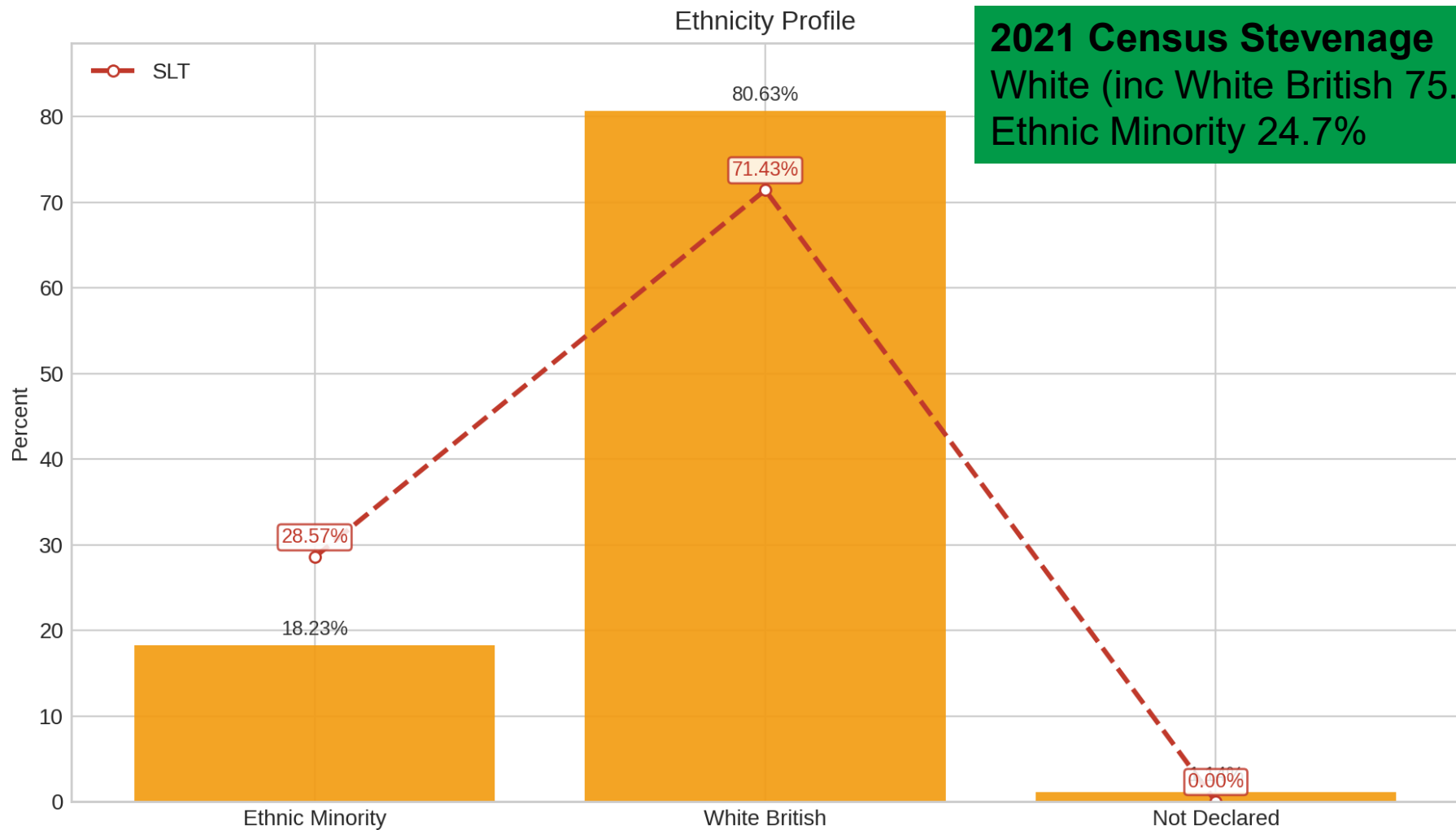
# Workforce Demographics



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**2021 Census Stevenage**  
White (inc White British 75.3%  
Ethnic Minority 24.7%



# Workforce Demographics

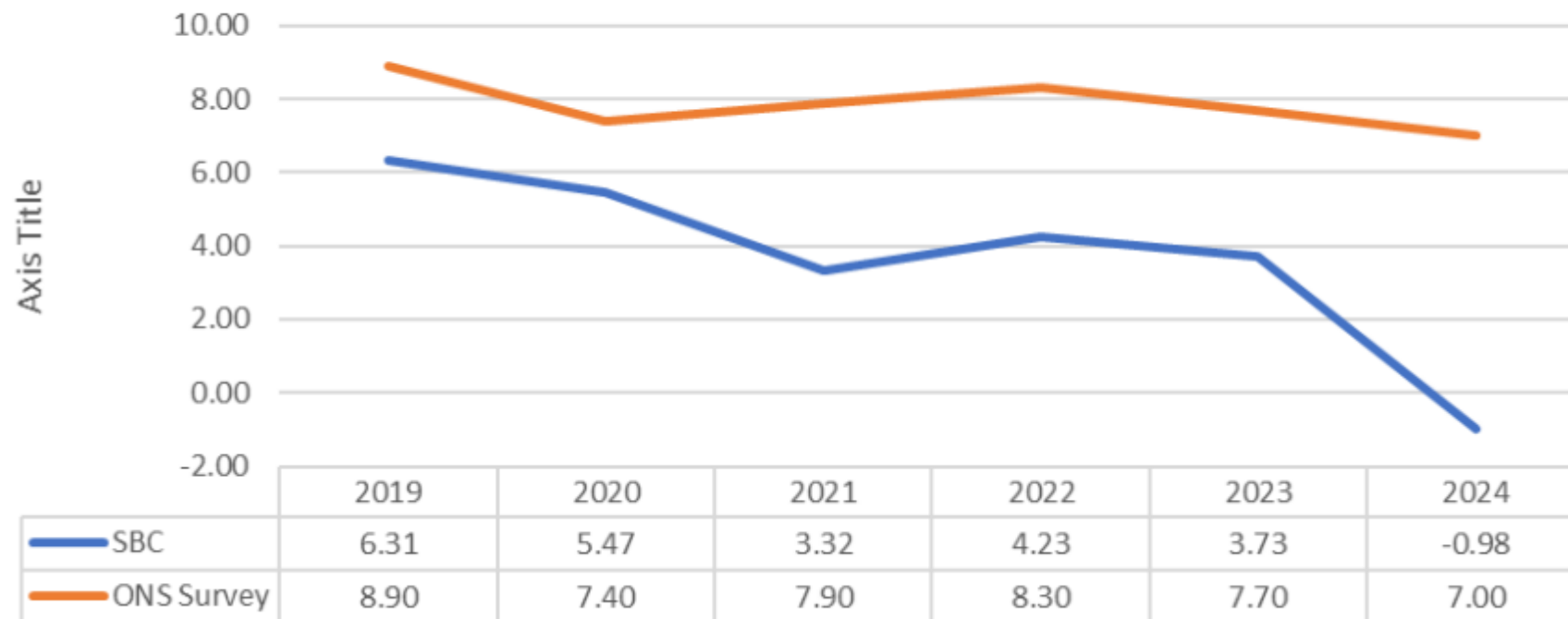
**2021 Census Stevenage**  
Disability Declared 18.7%  
No Disability Declared 81.3%



# Gender Pay Gap

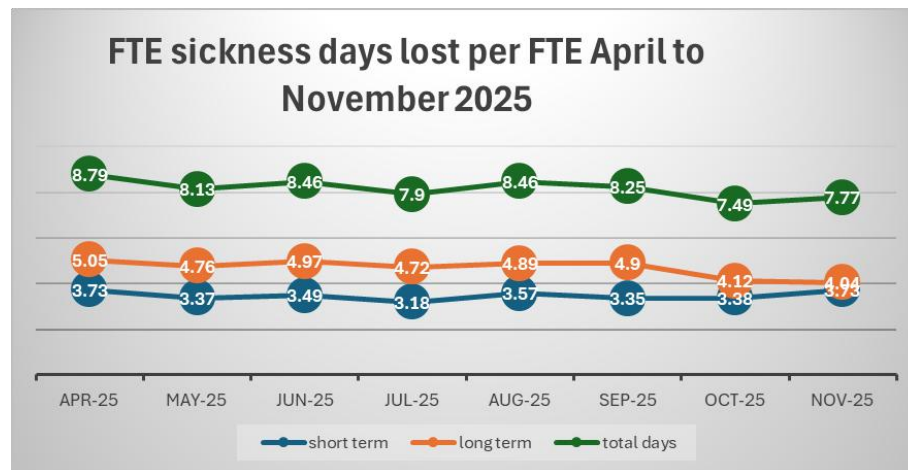
Government  
Equalities  
Office 2023/24  
**3.0%**  
Gender pay gap

Mean gender pay gap analysis

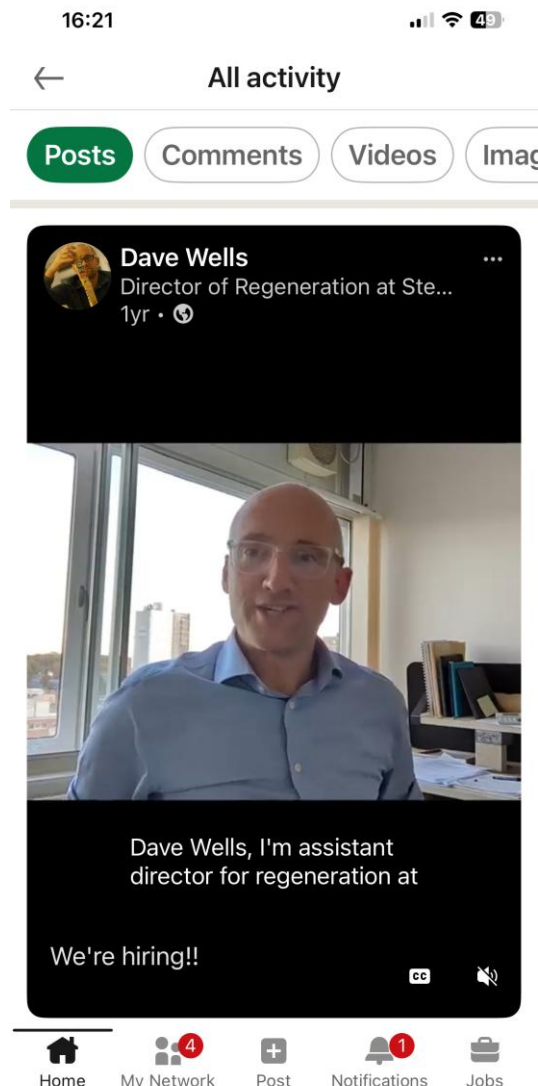


# Sickness Absence

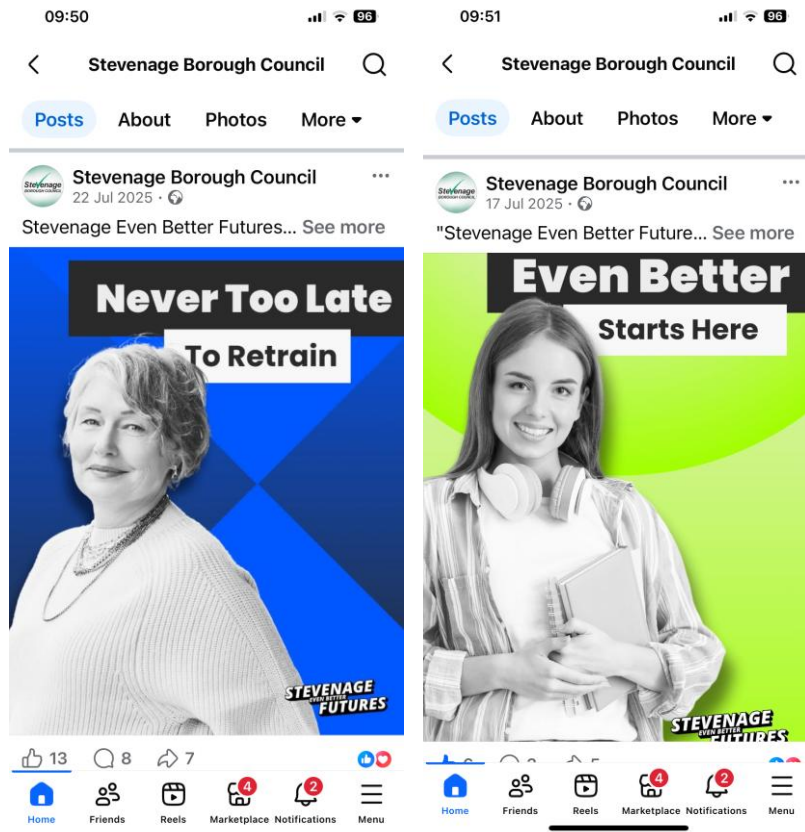
- Sickness absence has improved and is now **below target at 7,7 days**, performing better than **public sector average (8.2 days)**. Particularly positive given the time of year and in house waste and recycling services, where national average is 13.7 days



# Attracting and retaining Talent at SBC



# Attracting and retaining the best people



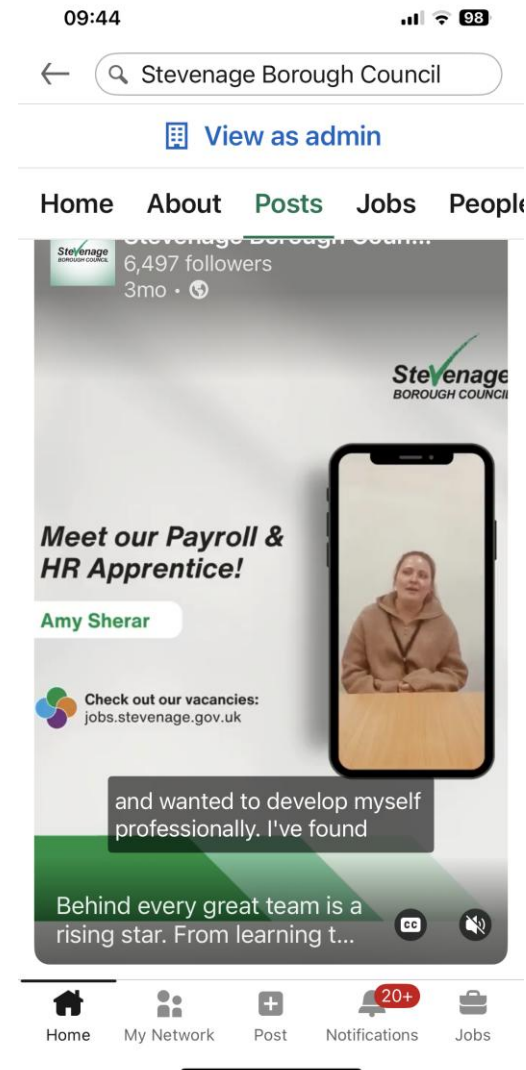
- KPI's – stability, time to recruit, agency
- Talent Manager impact
- Social Media Presence – videos
- Online recruitment platform
- Inclusive recruitment processes
- Apprenticeship Programme
- Work Experience
- Hard to fill posts





# Organisational Development

- Leadership Development Programmes for all levels
- Intern Programme with UoH
- Maximising Apprentice levy
- Preparing for LGR
- Digital Skills



# How we communicate with our staff



# Engagement and Communication

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ANNUAL STAFF  
SURVEY



STAFF AWARDS



GOOD TRADE  
UNION  
RELATIONS



REGULAR ALL  
STAFF CALLS



REGULAR  
STAFF ONE TO  
ONES



EXIT  
INTERVIEWS

# Staff Survey Insights 2025

## Strengths vs Critical Areas

Planning to stay 89%

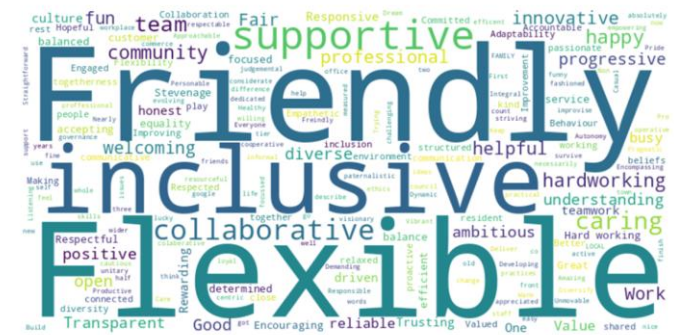
Authentic self 84%

Development opportunities 83%

IT skills	88%
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Response rate 43%

Harassment experienced	12%
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# Staff Survey Actions 2025

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Anon reporting tool created and promoted at many staff events

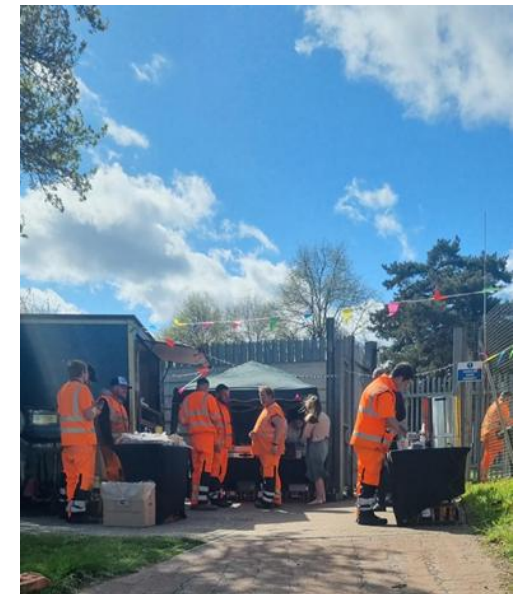
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Most staff completed prevention of sexual harassment training

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Promotion of having Real Conversations – setting objectives and early issue intervention

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# Inclusion and Wellbeing

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# Inclusion and Wellbeing

- **Officer Equality Group** staff-led EDI action and communications
-  **Disability Confident Employer**
-  **Equality Impact Assessments (EqIA)** applied to key decisions
-  **Anonymised recruitment** names/equality data hidden at shortlisting
-  **Redeployment & reasonable adjustments** – support for disabled colleagues
-  **ED&I training** – Equality Act, dignity at work, neurodiversity e-learning, dementia friendly
-  **Multi faith room** - prayer and relaxation and has access to a cupboard for storage, water for cleaning, frosted glass windows for privacy and a rack for shoes



# The LGR word (s)

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# Preparing for Local Government Reorganisation

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Hertfordshire wide workforce workstream established



Workforce is a priority



Early staff comms and engagement



Change readiness already started



Trade Unions engaged



Learning and Development



Learning from others



# Questions

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