

HR Annual Assurance Presentation

Audit Committee

April 2026

Recruitment



Recruitment advertising from January to December 2025

631 Job adverts have been placed

14,241 applications have been received

Recruitment Fair

Held in the Town Hall to promote additional posts authorised in the budget.

Over **100** people attended.

565 Disclosure and Barring Checks (DBS)

Checks include new starters, existing staff, Foster Carers and Volunteers

Recruitment



Participation in Careers Event at Middlesbrough College
Representatives from Legal, HR, Communications and Finance
about careers in the Council.

Working closely with Community learning we have attended
workshops for younger people supporting them to access
our jobs, understand the recruitment process and sign up for
alerts to ensure they don't miss out on roles they are looking for.

Chief Officer Recruitment

Full recruitment and selection process took place for the following roles

- Director of Adult Social Care & Health Integration
- Executive Director Children's Services

This included Staff Panels, Stakeholder Panels, Technical Interviews, Young Peoples
Panel, LMT meet, Chief Officer Committee Interviews

Health & Wellbeing



- Occupational Flu Vaccine scheme
 - purchased **175** vaccines working in partnership with Public Health
 - 2 clinics provided at Fountains Court, made use of the first aid room. Excellent attendance with only 13 vaccines not being used



- Counselling service has been provided to staff with a total of **229** support sessions offered between 1 April 31 January 2026. Out of these 229 sessions, 155 attended, 14 did not attend, 18 were cancelled without notice and 22 were cancelled on compassionate grounds (therefore were not charged for). Of the sessions offered, 20 sessions were CBT or EMDR. Employees were offered the service either face to face, online or via telephone with a preference for face to face as **147** of the sessions offered were face-to-face.

Wellbeing Day

In July 2025, a Healthy Living Day in Middlesbrough Town Hall which was attended by over **220** members of staff.

On the day we had:

- Interactive sensory demos
- Blood pressure checks with instant results
- Tai chi and Pilates taster sessions
- Mental health help
- Sexual health advice
- Support on menopause
- Cancer and carers information
- Financial wellbeing signposting
- Cruise bereavement
- Electric car demonstration
- Union Advice and support
- Partner services including Andy's Man Club, Every Man Can CIC, NUR fitness and Slimming World also attended to provide information on how they could support staff.



Health & Wellbeing

As part of National Heart month in February the Boro Bus attended venues at 3 different locations offering full health checks for staff including - Height, Weight, Blood Pressure, BMI, Blood Sugar

Resolution House **15** appointments

Tees Community Equipment Service **20** appointments

Town Hall **20** appointments



Celebrating Success

Staff Awards

Ceremony took place in the Town Hall hosted by the Chief Executive.

The awards were no cost to the Council as they were fully sponsored, sponsors included – CIPFA, Inner Circle Consulting, Unison and AE Yates.

There were 10 categories

200 people attended the event

Free soft drinks and a buffet were provided



Improving Communication

Monthly Wellbeing

Each month an email is circulated with significant dates for religious and cultural events as well promoting any initiatives happening that month.

HR Newsletter

A quarterly newsletter was introduced to highlight important changes, celebrate the good work that's going on and promote development opportunities.



Improving Communication

Manager Briefing Sessions

Briefings sessions for managers on everything HR were launched in April 2025
Covering a range of topics across HR and Organisation Development including

- Policy and procedure updates
- Reminders of responsibilities
- Promotion of development opportunities
- System demonstrations



It also gives managers an opportunity to ask questions on any topic.

So far there have been **7** sessions held with **223** managers attending and great feedback received.



We have worked in partnership with Clean Slate Solutions which is a charity based in North Ormesby that works to integrate individuals with past convictions into the workforce in the Tees Valley and North Yorkshire. It was founded in 2019 and has helped over 370 individuals secure employment since then.

HR work with Clean Slate Solutions to identify suitable candidates and give priority consideration to those individuals. HR liaise with Clean Slate Solutions and the recruiting managers to determine whether a match is appropriate.

We have successfully placed **3** candidates into posts and continue to work with them.

- Neurodiversity training – 3 sessions ran in 2025 with **62** attendees. This was aimed at both staff and managers supporting understanding, awareness and support for employees who are neurodivergent.
- Menopause for Managers – 2 sessions delivered to **30** managers. This course gives a greater understanding of the effects and impact of menopause for employees.
- Unconscious bias – 4 sessions of unconscious bias have been delivered to **98** employees helping them recognised unconscious bias and how to challenge this within yourself.
- Mental Health First Aider training & Refresher delivered 2 sessions to **24** employees.
- Journal workshop – delivered to **16** employees on the benefits and support to journalling.
- Financial workshops are currently being delivered over the next 12 weeks.



Organisational Development

Development Workshops based around our Values continue to be delivered for staff and managers.

Staff Development Workshops

13 Workshops

105 attendees

Manager Development Workshops

17 Workshops

135 attendees





Insights programme

- **Insights** is a psychometric tool based on the psychology of Carl Jung, Insights Discovery is built to help people understand themselves, understand others, and make the most of the relationships that affect them in the workplace.
- 4 members of the OD Team and 1 member of staff in Public Health are trained to deliver Insights workshops.

Corporate OD Team

24 workshops delivered

256 staff members

Public Health

3 Workshops

45 staff members

Work Experience 2025

The work experience programme took place 7th – 11th July for **10** young people from 5 Middlesbrough Schools, placements were in Regeneration, Finance, Environment, LGS, Public Health, Adult Social Care, providing diverse work areas and opportunities



Work Experience



Student feedback

Students felt meeting Faye (OD Support Officer) at their Schools prior to placement was really beneficial, it helped them feel supported and more confident in attending.

Students felt they gained more knowledge about Middlesbrough Council and the diverse variety of work areas.

Students felt listened to, supported and well looked after in a way that made them feel valued, this had a positive impact on how they see themselves.

Several students expressed an interest in doing an apprenticeship here if possible.

Organisation Development

- Selected by the LGA to participate in **Digital Skills for Digital Professionals Programme, Workstream 4 - Developing skills needs analysis tool - map current and future skills needs**
- Workforce Planning project across the whole Council, work has already progressed in Children's and Adult's directorates so the plan will cover the other directorates over the next 18 months.
- Working with the Chief Executives department on how Directorate Service Plans will link into the Workforce Planning process
- Policy developed for wider work experience



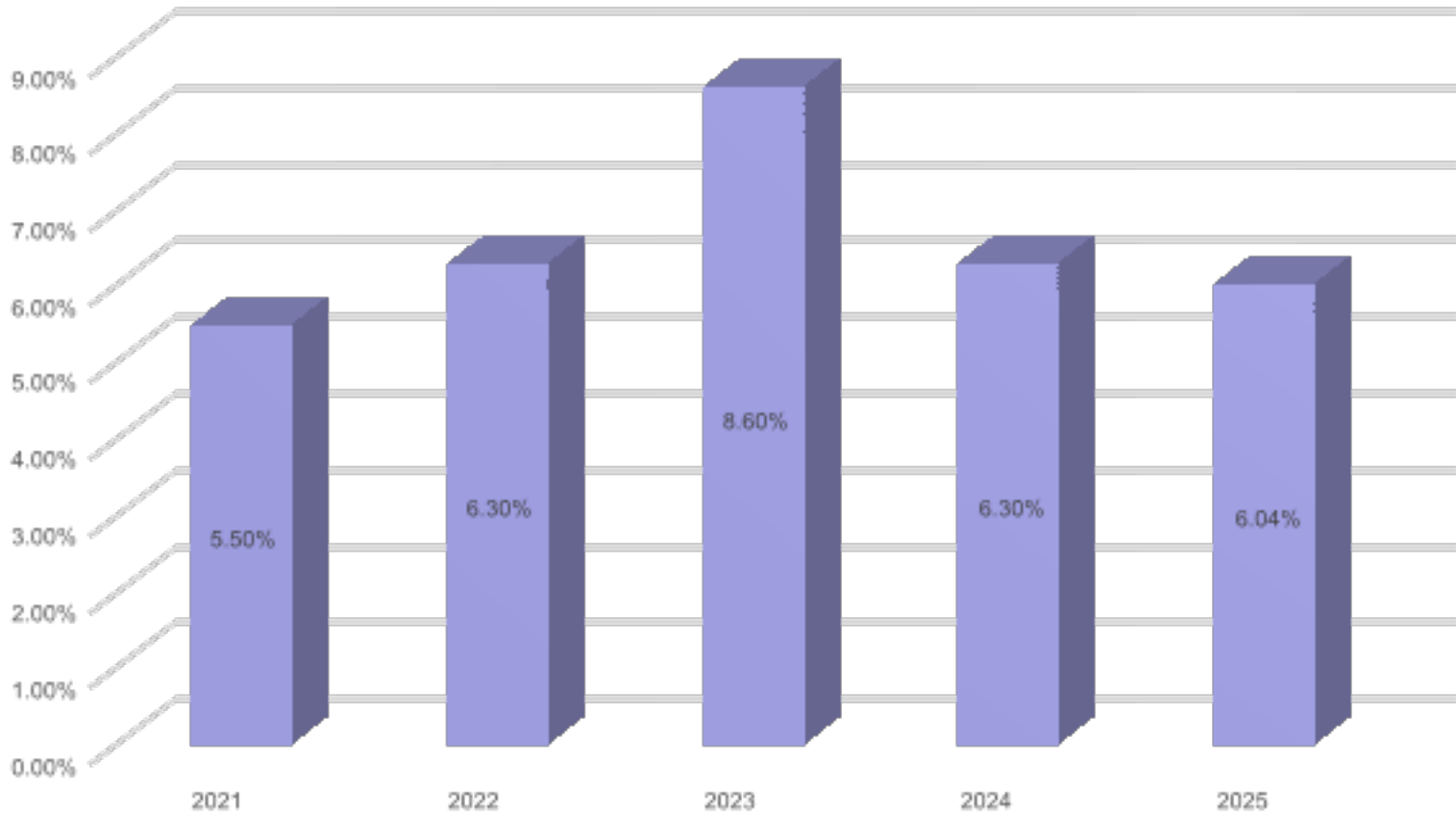
Payroll & Systems



- Pensions 3-year re-enrolment
- Change in Pensions Administrator to TWPF
This brought with it a number of challenges and changes to processes that have taken several months to work through.
- Launch of managers dashboards in People Manager
Allows managers to see data on their teams including sickness, holidays, starters, leavers and headcount information.

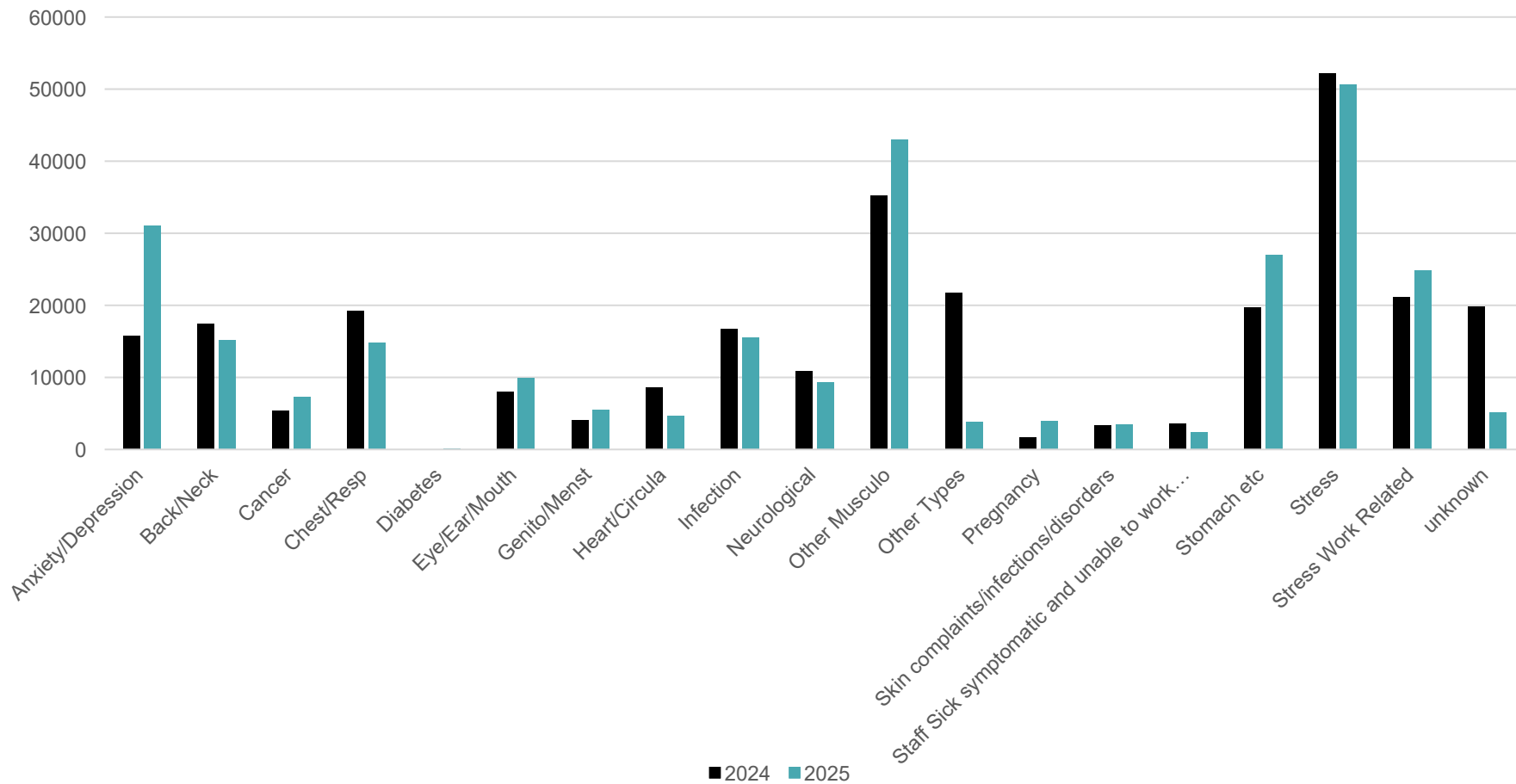
Absence Management

Absence Rate



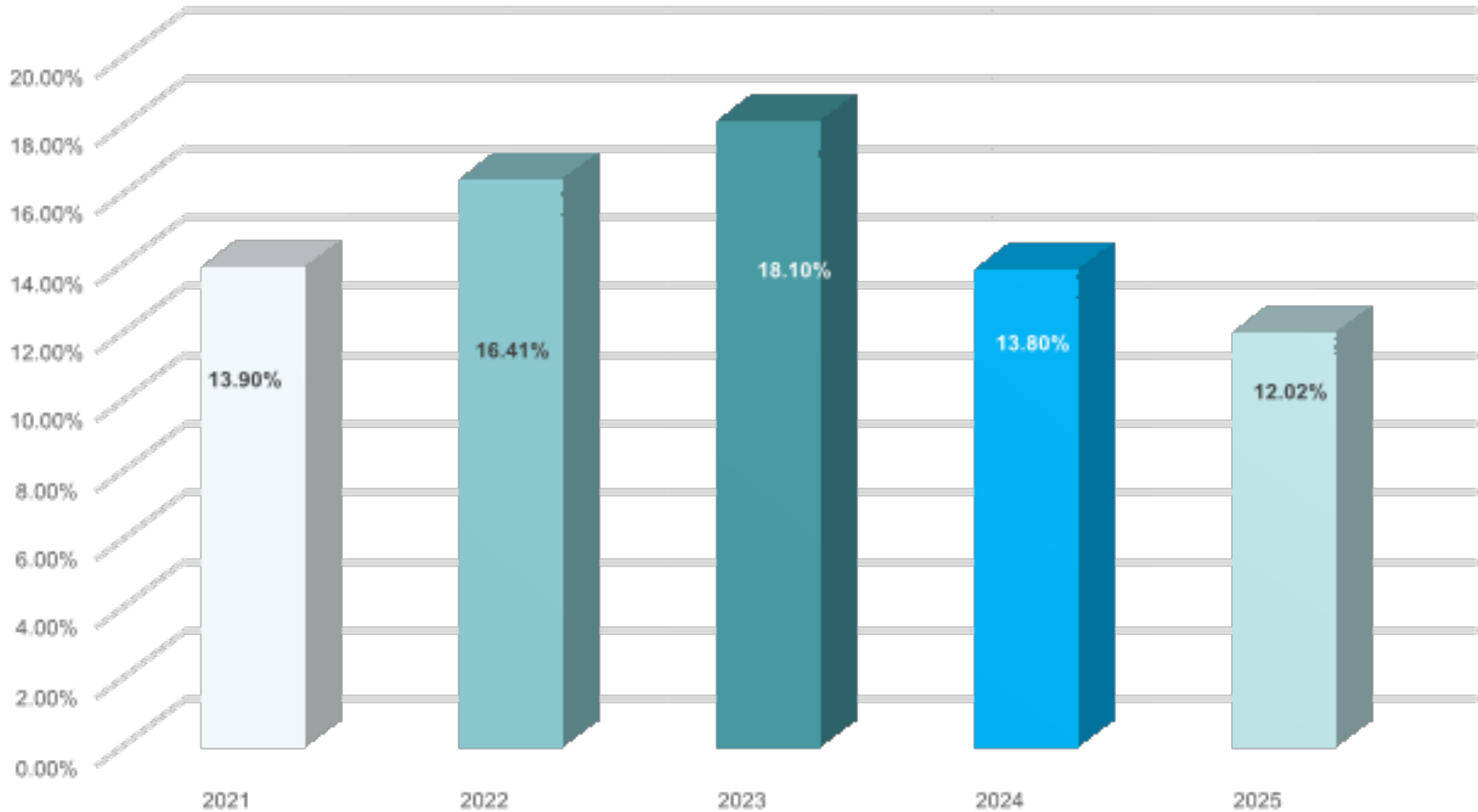
Top Absence Reasons

Absence Reason/Hours Lost



Turnover by year

Turnover Rate



Reasons for Leaving

Leaver Reason	2022	2023	2024	2025
Mutual Agreement	9	2	1	5
Compulsory Redundancy	0	1	17	3
Death in service	5	3	6	4
Employment Break	0	3	6	4
End of fixed term contract	48	40	27	12
Ill Health - no pension	4	5	2	3
Ill Health - pension release	9	16	16	14
Other dismissal	15	27	27	35
Resig join another local auth	55	51	43	41
Resig join another public body	54	34	33	23
Resign - full time education	3	7	5	7
Resign - other see P. File	20	8	29	32
Resign join private sector	77	44	60	28
Resignation - Domestic	23	36	42	47
Resignation - maternity reason	0	3	2	2
Resignation - unknown	124	113	33	16
Retirement	53	41	42	57
Retirement - Voluntary Early	6	3	8	13
Tupe transfer out	8	107	14	17
Unsatisfactory probation	7	8	12	6

Questions?