

Appendix 1

Action Plan

- Training and toolkit for managers on managing hybrid workers – ensure equality in access to development – career support, L&D and inclusion and consistency across application of the policy to ensure it meets the needs of different teams – High
- Digital skills audit and review IT software support, Ensure technology meets our needs - High
- Review of New starters and how we induct them – place emphasis on what is the SCDC brand and how do they know they work for South Cambs. Include in the review how we build Cllr – officer relationships when the role is a key member contact - Medium
- Understand and share widely the organisation purpose, shared vision and define our culture/core values and goals - Medium
- create opportunities to connect – ie staff awards – Continue with the Buddy scheme to connect people with new workers – virtual new starter coffee morning/induction – Medium/Low
- Ensure our website clearly markets all of our flexible working arrangements – inc. career breaks, buying holiday and hybrid work arrangements and who is eligible – use in recruitment campaigns and also for current staff awareness – HR newsletter - Medium
- Continue to review exit interview data - ongoing
- Continue to adapt office space to ensure fit for use – ensure hybrid meetings can function effectively - Ongoing