| Objective | What we will deliver | Lead Officer | Resources | Ongoing | Year | | | | What we achieved | Completed | Already do |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Provide excellent welfare facilities | Health and wellness initiatives.<br><br>Excellent work-life balance.<br><br>Provide a safe and healthy work environment.<br><br>To consider improvement of Guildhall staff restrooms and changing facilities where feasible. | | | | 1 | 2 | 3 | 4 | **Created a Staff Room.** | | |
| Provide occupational health assessments as required to support staff at work | Various appointments as required.<br><br>Mental health support.<br><br>Associated cost to be covered by the Town Council.<br><br>To provide mental health first aid training for line managers to attend. | | | | | | | | | | |
| Robust risk assessments and health surveillance checks available to appropriate officers to protect them at work | Robust risk assessments.<br><br>Health surveillance checks if required.<br><br>Mental health support. | | | | | | | | | | |
| To continue to be a good employer and invest in officer growth by supporting relevant professional development | Training and professional development to match the role undertaken<br><br>In-house mentoring<br><br>Career progression<br><br>Fair salary grade | | | | | | | | | | |
| Real Living Wage Employer | Be an acreddited Living Wage Employer | | | | | | | | | | |
| Local Government Pension Scheme | To be part of the LGPS | | | | | | | | | | |
| Operate in accordance with our Civility and Respect Pledge | Town Council to sign the annual Civility and Respect Pledge | | | | | | | | | | |
| Provide a Protocol to advise Officers and Members of the appropriate working relations with one another | Create, adopt and adhere to the protocol | | | | | | | | | | |