

Action	Officer update
1.Implementation of new member protocol and induction from May 2019; encourage members to access GrowZone to access relevant e-learning as and when appropriate; [Service Director – Customers]	An extensive Induction programme took place in May 2019 for new members. A Councillors' Learning and Development Protocol was also instituted with nominated Member training champions for 2018/2020. COMPLETED
2.Revised Staff - Staff cultural values and behaviours have been incorporated into the RPR process. (Learning & Development; Deputy Chief Executive)	The RPR process has incorporated the new staff cultural values and behaviours. The values are prominently displayed throughout the District Council office. COMPLETED
3. Ethical awareness training – increased staff/member uptake of the Anti-bribery e-learning module (Learning & Development)	127 staff have completed the awareness training, 23 have progressed the training and 209 have yet to start. (on-going)
4. Re-organisation – Directorate teams are aligned to new responsibilities and ensure resilience; fully staffed [Service Directors]	Directorates are now aligned to their new responsibilities. COMPLETED
5. The Area Committee Grants criteria to be reviewed in 2019/20 to ensure that it is fit for purpose (Service Director – Legal & Community)	A Grants policy option paper has been produced for consideration/review by the Executive/Deputy member for Community Engagement. (On-going).
6. Media training for members (Communications Manager and Committee Services)	Proposed training for Cabinet members is being arranged for a potential date in the winter of 2019. (On-going).
7. Implement recommendations of Gender Pay Gap Report action plan for 2019/20 (Senior Management Team)	The Gender Pay Gap group have reviewed the Career development survey results. There are plans in place to introduce a support network, a review of recruitment practices/vacancy advertising/training and secondment opportunities (On-going).
8. Implementation of LGA Peer review recommendations [Senior Management Team].	LGA Peer review is scheduled to take place in the Winter of 2019. The recommendation will be implemented once this review is concluded. (On-going).