

**Appendix 1**  
**July 2020 Workforce Review Action Plan (updated March 2021)**

Action	Update
Continue to support our staff during Covid-19	Ongoing, see report for detail
Services will review their future role requirements and use this to inform their apprenticeships, skill mix and staff development plans	Ongoing, see report and Apprenticeship Appendix (13) for detail
Wider use of open and inclusive advertising recruitment and selection process for internal applicants for apprenticeships	In place
We will continue to work with Cambridgeshire and Peterborough Foundation Trust on children's services partnership and support staff to work across our organisations	Ongoing, close links across leadership, operational and corporate support functions
We will promote the flexible benefits of working for the Trust including in senior roles	Ongoing
We will engage with other organisations to learn from them any new activities / initiatives that can reduce sickness absence rates	Partnership working ongoing across STPs, specific staff wellbeing work has focused on the impact of the pandemic
Implement our SOS Action Plan	Completed
We will review the Adjustments Passport to include wider adjustments including caring responsibilities	Reviewed and relaunched as an Employment Passport
We will provided refresher training to and roll out, our health and wellbeing champions to support staff;	Completed and went live in January 2021
We will review recruitment hot spots and introduce RRP where there are real issues, including for support roles	Ongoing
We will support staff during service redesign	Ongoing, for example, in Bedfordshire and Luton 0-19 services management team

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We will continue with our bespoke leadership development programmes that are wrapped around our service redesign programmes of work	As above
Survey and provide additional support, as required, in the first 365 days to new members of staff after 6 and 12 months	Launch delayed during the pandemic
Offer support to new managers in their first 100 days through a coaching model	Under review
We will review our leadership development offer to support our leaders to be excellent	Ongoing including revised Chrysalis when re-launched
Action our WDES / WRES and Gender Pay Gap Action Plans	Completed
Meet our staff related EDS Objective	Ongoing