



Thanks to everyone who attended – we had reps from HR, restaurants, H&S and events.

Outcomes of discussion:

#### Charity and Community

- Keen to restart Project 1000. Would like to see:
- Option to use the hours for existing charity connections first, with project 1000 infrastructure providing opportunities for other colleagues
- Hours available from October – April to avoid pressure on business operations
- Option to use hours around existing events, such as fireworks
- Charity fundraising
- Should we have a colleague nominated charity partner (or 2-3 charities) where all fundraising efforts are driven? Accounting for prizes, donations and bucket collections we could make a huge impact if this was driven to a small number of local charities.

Social events calendar – what would you like to see/ avoid?

Should avoid:

- Big events during Chester Racing season – realistically operations are too busy and might lead to things being cancelled or poorly attended, which is worse than nothing being planned!
- Events that require catering, managing and a clean-up from some teams in the business – this makes more work for already busy teams

Would like to see:

- Department mixer opportunities
- End of season social (October) and a winter social in January/ February
- Chester venue used but with outside suppliers coming in to manage catering and clean up so everyone gets a rest!
- “Micro socials” during Race Season (such as an extended coffee morning, visiting ice cream vans or coffee carts or mobile cocktail bars) in place for a couple of hours to allow people to come and visit within their work schedule. Varying days and types of event to keep it fresh.

#### People policies

- Review policies holistically (e.g. looking at maternity/ sickness should be looked at not just as being about money but as the experience including returning to work and making this a good experience)
- Policies need to be accessible consistently and clearly visible (via staff app is a good location - this is in progress)
- Would like to see a Benefits package review. In particular:
- Holiday allowance
- “Little extras” such as more staff tickets, celebrating milestones
- Alignment to probation period
- The chance to experience racing as “once you work in racing you never get to experience it”