

# Staff Forum (25.4.22)

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

Outcomes of discussion

## **Charity and Community**

- o Keen to restart Project 1000.
- o Option to use the hours for existing charity connections first, with project 1000 infrastructure providing opportunities for other colleagues
- o Hours available from October – April to avoid pressure on business operations
- o Option to use hours around existing events, such as fireworks
- o Charity fundraising
- o 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:**

- o 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!
- o 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:**

- o Department mixer opportunities
- o End of season social (October) and a winter social in January/ February
- o Chester venue used but with outside suppliers coming in to manage catering and clean up so everyone gets a rest!
- o “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**

- o Review policies holistically (e.g. maternity should be looked at not just as maternity pay but as the experience of returning to work and making this a good experience)
- o Policies need to be accessible consistently and clearly visible (via staff app is a good location)
- o Benefits package should be priority.
- o Holiday allowance
- o “Little extras” such as more staff tickets
- o Alignment to probation period
- o Making more of milestones (e.g. birthday, work anniversary)
- o The chance to experience racing as “once you work in racing you never get to experience it”

Next meeting: Monday 13th June.