

Appendix 1 – Action Plan

Action	Lead	Review point
Create Member wellbeing guide/portal	Democratic Services / HR	6 months
Provide ongoing Health and Safety training	Democratic Services / H&S / HR	Annual
Reinforce awareness around reporting pathways	Democratic Services	3 months
Annual thematic assurance review of incidents	Democratic services & Monitoring Officer	12 months
Refresh Health and Safety handbook	H&S / Democratic Services	6 months
Maintain police liaison	Democratic Services	Ongoing
Deliver communications plan	Communications / Democratic Services	3 to 12 months
Parish and town council signposting of available resources	Democratic Services / Neighbourhoods	6 months
Various other matters referred to in Debate not Hate Report of 10 th Sept 2026	Legal Services	6 months