

The Our Manchester Strategy sets out the vision for the whole city in 2025 to be thriving, filled with talent, fair, a great place to live, and buzzing with connections. The plan for the Our People Strategy sets out 5 key priorities that will enable our workforce to help realise this ambition:

Engaging and enabling culture

- P1** Develop and implement BHeard Action Plans across the whole Council.
- P2** Continuing to embed Our Manchester Behaviours.
- P3** Maximise engagement opportunities for all employees.
- P4** Strengthen Leadership development to support high performing teams.
- P5** Develop consistent approaches to change management.
- P6** Develop and implement an accountability framework in line with Our Transformation Programme.

Future Workforce

- P1** Support employees to derive maximum benefits from Our Transformation programme.
- P2** Support employees to maximise the benefits of a digital world and workplace.
- P3** Scope future workforce in the context of a changing world and our partnerships.
- P4** Ensure employment policies and procedures are up to date and fit for purpose.
- P5** Support the Council's ambition of Zero Carbon through education, working environments and travel.

Inclusive Employer

- P1** Implement new approaches to workplace equality, diversity and inclusion with staff networks.
- P2** Address the workforce recommendations of the Race Equality Review.
- P3** Achieve Disability Confident Leader status.
- P4** Support Greater Manchester Work and Skills Strategy priorities to improve workplace opportunities and outcomes for Social Value priority groups.
- P5** Promote opportunities for all employees to give something back through employer supported volunteering.

Employee Health and Wellbeing

- P1** Implement Health & Wellbeing strategy using available workforce intelligence and programme learning.
- P2** Deliver opportunities for all employees to improve the balance between their home and working life through delivery of OWOW Phase 2.
- P3** Improve overall levels of health and well being of our workforce by promoting healthy lifestyles and providing access to relevant support when their health is poor.

Personal Growth

- P1** Create development opportunities that maximise personal growth.
- P2** Introduce talent management and succession planning linked to 'About You' conversations.
- P3** Increase levels of basic skills including digital to maximise the potential of our workforce.
- P4** Develop a coaching and mentoring offer.
- P5** Develop our managers to confidently deliver our workforce priorities, and services for Manchester.

Connections

- Corporate Plan
- Our Manchester Programme 2020/21
- Our Transformation Programme
- Zero Carbon Action Plan 2020-25
- IT Strategy 2020-25
- Council Budget
- Health and Social Care Integration
- Equality Objectives

Monitoring

- BHeard Survey
- Workforce Metrics
- Learning and Development Spend and activity
- Resourcing Metrics
- HR Service Metrics
- EDI Metrics