

APPENDIX 1: Key Our People achievements to-date

Key achievements include:

- The launch of **About You** in March 2017 as the organisation's new approach to supporting manager/staff engagement (appraisals and one-to-ones), responding directly to staff feedback and aimed at improving engagement and strengthening performance. This was further supported by the new **ABCD framework** for senior management objective setting launched in April 2018.
- The Our Ways of Working programme, **OWOW**, which has supported the development of modernised and more flexible working practices across a range of areas enabled by ICT developments, estates modernisation, HR Policy improvements and work to support a culture shift in the organisational understanding of and attitudes to work. This work has been externally recognised by Timewise.
- A programme of work to embed the Our Manchester behaviours including the immersive **Our Manchester Experience** now attended by over 3,000 staff and a comprehensive **behaviour toolkit** supported by over 70 service-based toolkit champions
- An agreed **Employee Health and Wellbeing strategy** recognised as best-practice in the field and driving work in a range of areas, including a comprehensive offer around mental health with the launch of our **EAP**, participation in the national **'This is Me'** campaign and a comprehensive suite of training for managers and staff.
- **Over 400 apprentice starts** across the last two and a half years, meeting the non-schools element of the public sector apprenticeship target with over £1.1M actual and £2.512M of committed spend from the Council's apprentice levy on accredited learning for staff from entry-level qualifications targeted at priority Manchester residents to post-graduate courses to support our leaders. Together with a new approach to **work experience** and the re-launch of the Council's **graduate scheme**, laying the foundations for a new approach to talent management and succession planning.
- The council-wide roll out of a new programme of learning for leaders and managers (**Raising the Bar and the Our Manchester**) now attended by 52% of our managers with a further focus on this area provided by the new **Senior Leaders Group** and annual **Leadership Summit**
- Launch of the Council's **Employer Supported Volunteering** Policy in October 2017 with over 4,000 hours contributed to supporting Manchester communities
- A continued focus on equality, diversity and inclusion achieving Level 2 of the **Disability Confident** scheme for our approach to supporting disabled employees and retaining our Excellent accreditation under the **Equalities Framework for Local Government**
- The roll-out of **Universal ICT Access** to over 800 staff

- The launch of a new corporate **induction** approach in May 2019
- A range of system and process improvements in direct response to feedback including:
 - A strengthened approach to movement and development via ***m people***,
 - A streamlined approach to **resourcing and recruitment**, supporting a reduction in reliance on agency and consultants
 - Enhancements to ***mi people Self Service***
 - A new approach to **learning and development planning**, including easier access to basic training for all.
- A new interactive quarterly **Workforce Assurance Dashboard** to support leaders and managers take a more evidence-based approach to people management and identify corporate and local risks and issues more promptly.