

# People Plan – Themes and Objectives

*Great staff, with the City at the heart of what they do!*

Health & Wellbeing	Performance & Talent Development	Resourcing, rewards & benefits	Equality & Inclusion	Culture & Brand
<ul style="list-style-type: none"><li>Improving mental health</li><li>Improving financial health</li><li>Improving physical health</li><li>Improving attendance and early access to medical support</li><li>More responsive on reasonable adjustments.</li></ul>	<ul style="list-style-type: none"><li>Roll-out of behaviours</li><li>Rated and moderated appraisal through the organisation</li><li>Leadership and management development</li><li>Talent Management and succession planning</li><li>Coaching and mentoring</li><li>Digital and commercial skills</li></ul>	<ul style="list-style-type: none"><li>Modernising pay and allowances</li><li>An attractive package of benefits</li><li>A flexible and agile workforce</li><li>Recruitment and our employer brand</li><li>Effective change and Organisational Development</li><li>Cross Council CMT project work</li><li>Job families</li></ul>	<ul style="list-style-type: none"><li>Staff survey and the employee voice</li><li>Positive employee relations (LGA recommendations)</li><li>Mediation and the early resolution of disputes</li><li>Workforce equalities priorities</li><li>Global HPO review</li><li>Workers forums, Directorate and Workforce Equality groups</li></ul>	<ul style="list-style-type: none"><li>Refreshed People Plan brand</li><li>Clear communication of offer to staff</li><li>Increased awareness of employer brand in the city</li><li>Enhanced relationships with key city partners</li></ul>

