



Our People Promise has 5 work-streams designed to improve our employment offer and the performance of the organisation. Each has a programme of activity and involves a wide range of staff, TU colleagues and staff Forums. Our actions include:

- Roll-out of a Leadership Development Programme
- A new behaviour framework
- A coaching and mentoring offer
- A well workforce survey to inform our wellbeing work
- Menopause awareness training
- Health checks for City clean and other front line staff
- Support for carers
- Men's health campaign
- Resilience and mental health training
- A mediation offer and a focus on early resolution
- Collaborative development of a Fair and Inclusive action plan to address issues of discrimination
- New methods of recruitment to make our jobs more accessible
- A new benefits package
- Initial work complete on a pay review
- Big Difference Awards to recognise great work
- Launch of a volunteering strategy
- Pensions awareness sessions
- A staff survey to inform our next steps (results due in May)
- Using our workforce data to measure our performance

