



People Inclusion Standards

Celebrating diversity and
championing inclusivity

INTRODUCTION

As leading public sector organisations in a pioneering, progressive and vibrant city-region, we are setting the standard for what inclusive workplaces look like.

We want to support our valued and diverse communities in Greater Manchester to thrive in work, yet we understand that we must develop as organisations, to create a workplace where all people feel they belong and are appreciated.

Collaboratively crafted between organisations and colleagues, the GM People Inclusion Standards showcase our united commitment across the city-region to drive forwards inclusivity and equity throughout everything we do!



These Standards are our overarching vision for workplace inclusion, which will propel us in the right direction and allow us to identify opportunities for improvement, while dismantling unhelpful systems.

The GM People Inclusion Standards will encourage us to work together, to challenge ourselves and others, and foster a diverse and engaged workforce that is representative of the communities we serve.

These Standards have been co-designed by the 10 Greater Manchester local authorities, Greater Manchester Combined Authority (GMCA), Greater Manchester Fire & Rescue Service (GMFRS), Transport for Greater Manchester (TfGM), and the Growth Company.

Our Standards are linked to the GM Race Equity Framework and supported by the Greater Manchester Good Employment Charter.



1. Hold robust, accurate data

Continually monitor, update and utilise data to inform what actions we need to take to improve employee experience - ensuring transparency with data collection and value-added.

2. Create and promote equitable policies

Regularly review, co-design and update policies in line with legislation, best practice and organisational values.

3. Promote and value employee voice

Create a safe, accessible culture of openness, encourage the growth of staff networks and ensure true co-design and feedback runs throughout everything we do.



4. Raise awareness and educate ourselves and others

Continually highlight opportunities for further development and personal growth, to challenge unhelpful systems, assumptions and perceptions.

5. Champion fair recruitment practices

Review and assess equity throughout recruitment, ensuring all people feel able to apply, secure a role and thrive, with a commitment to community recruitment.

6. Provide development opportunities for all

Frequently evaluate and refresh our development programmes, investing in inclusive leadership. Educate on unconscious bias and conscious inclusion, at all levels.



7. Support people to bring their whole selves to work

Truly champion diversity and embed equity throughout everything we do. A zero-tolerance to discrimination or harassment, and a commitment to creating inclusive workspaces with wellbeing at the heart.

8. Retain, recognise and celebrate our people

Create an inclusive, values-based culture, where all people are championed, celebrated and feel they belong.

9. Ask questions; be curious

Check in with those who stay with us, and those who leave us, to understand what more we can do to make our workplaces truly inclusive.





For more information:
visit our [People Inclusion](#) page

These Standards have been co-designed and adopted by:

Bolton | Bury | Manchester | Oldham | Rochdale | Salford | Stockport | Tameside | Trafford | Wigan | Greater Manchester Combined Authority
Greater Manchester Fire and Rescue Service | Transport for Greater Manchester | Growth Company