

## Workforce Development Calendar 2021 – 2022

This calendar is designed to provide multiple opportunities for our workforce to connect and develop networks at all levels in the organisation, acquire and amplify new skills and experiences that will enable them to aspire, thrive and flourish in their career at BMDC. Investing in and developing our workforce is essential if we are to deliver our People Strategy and Council Plan outcomes, and live our Council Plan principles and Shared District Values.

This calendar underpins our People Strategy (2021 – 2026) outcomes and our Workforce Development plan (2021 – 2024) and is one part of an organisation wide Communications strategy to facilitate meaningful, high impact engagement with our employees.

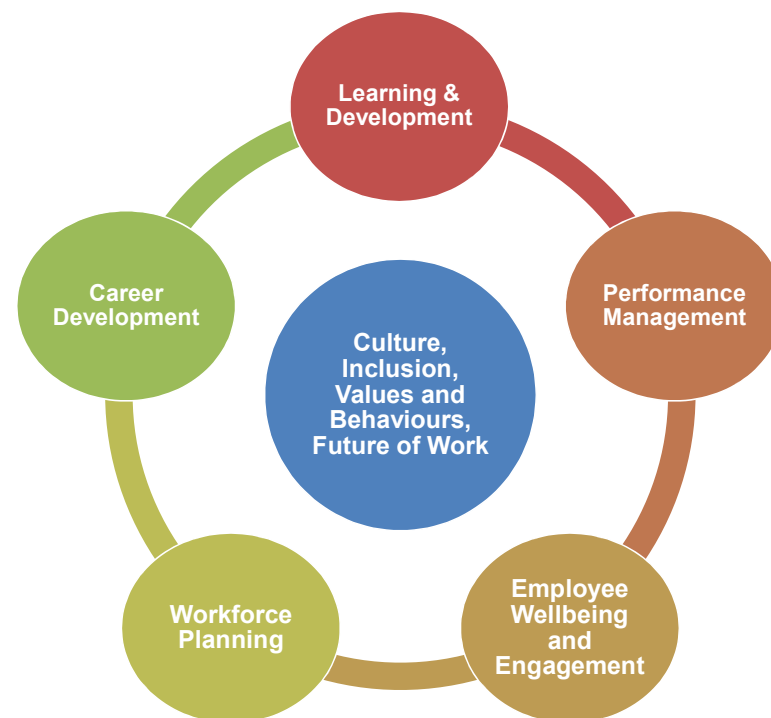
### Our People Strategy Outcomes

Outcome	What it means
Live our values	A culture where we proactively demonstrate our values, where we celebrate our successes but challenge any instance where we don't live up to our best ambitions for ourselves.
Representative of our community	A workforce which is inclusive and representative of the communities we serve; and where equity of opportunity exists for all colleagues.
Innovative and Creative	A culture where we proactively seek out innovative and creative ways of designing and delivering needs-led services; where we collaborate and proactively seek to improve what we do.
Agile and outcome focused	A culture where we are relentlessly focused on delivering high quality, impactful needs led services for all our residents, but particularly those who are vulnerable and in need.
Employer of Choice	Recognised as an employer of choice for Bradford District and one that is at the forefront of delivering innovative and high quality services to the community it serves.
Good Partners	A positive, proactive partner as part of One Bradford and a visible voice locally, regionally and nationally to advance the interests of the District.

### Underpinned by our Shared District Values

*We Protect – We Share – We Care – We Respect*

### Workforce Development Components



# Workforce Development Calendar 2021 – 2022

	Q1 2021/2022			Q2 2021/2022			Q3 2021/2022			Q4 2021/2022		
When	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
<b>Council Priorities</b>	Bi-Monthly meetings for 8 x staff to lunch with the CEX Opportunity for feedback on Bradford Culture, Council Plan aims (Confirmed dates 6/8/2021 – 20/10/2021 – 13/12/2021) Follow CMT for direct updates and insight on Twitter @kersten_England, @IainMacBeath, @SarahMuckle1 (Joanne, Jason?) @bradfordmcd											
<b>Staff Wellbeing</b>	Wellbeing Theme Active Travel Month	Wellbeing Theme National Walking Month	Wellbeing Theme Cycling Awareness Month	Wellbeing Theme Pain Management Month	Wellbeing Theme Financial Wellness Month	Wellbeing Theme TBC	Wellbeing Theme TBC	Wellbeing Theme TBC	Wellbeing Theme TBC	Wellbeing Theme TBC	Wellbeing Theme TBC	Wellbeing Theme TBC
<b>Developing Leaders and Managers:</b>	SLT Bus Meeting 12 <sup>th</sup> April	SLT Staff Briefing 10 <sup>th</sup> May	SLT Development Session: Equalities, Diversity & Inclusion (external speakers) 7 <sup>th</sup> June	SLT Staff Briefing 5 <sup>th</sup> July	Managers Conference 1 day - TBC	SLT Staff Briefing 22 <sup>nd</sup> Sept	SLT Development Session: Inclusion and Intersectionality 13 <sup>th</sup> Oct	SLT Development Session: Leadership, Wellbeing & Productivity Nov	SLT Development Session: Psychological Safety & Speaking Up at work Dec	SLT Staff Briefing TBC	SLT Staff Briefing TBC	SLT Development Session: Compassionate Leadership Feb
<b>Celebrating our Employees and Developing an inclusive culture</b>	Principles of Networking – What does Being a Bradford Manager Mean? – Inclusion and Intersectionality – Developing High Performance Teams – Psychological Safety and Speaking Up – Leadership, Engagement, Wellbeing and Productivity – Wellbeing – Our own and others – Compassionate Culture & Leadership – Neuroscience and Creativity – Whole System working – Developing your brand and managing your career Making connections – Managers Series. 12 monthly sessions to be launched											
	Children's Social Care Celebration Event 21 <sup>st</sup> May			Careers Week 7 – 13 June	Mental Health Awareness Week 10 – 16 May	National Inclusion Week (27 Sept – 3 Oct)	ADHD Awareness Month 1 – 31 October	Black History Month 1 – 31 October	Budget Special – look ahead to 2022/2023	New Year message – Reflections and the challenges ahead	Service Excellence & Long Service Awards TBC	LGBT History Month Race Equality Week Awards 7 <sup>th</sup> – 13 <sup>th</sup> February
	Communications Calendar of Events: These will include national and other weeks pertaining to broader staff engagement Staff Network Meetings – Networks to issue invites to network members Performance Engagement Review sessions Workforce Development Programme											
<b>Workforce &amp; HR Service Offering</b>	Roll out of the new People Strategy & Workforce Development Plan Rollo out of the new Workforce & HR Service Offering: Joining Bradford – Working at Bradford – Learning and Developing at Bradford – Reward at Bradford – Leaving Bradford - People and OD Related Change											

Staff Survey 2021 – question for DMT, do we do pulse or do we do one overarching one? Timings

