

Greater Manchester
Moving > ^ < v

Priority
plan:

People &
Leadership



Our shared ambition

Everyone has a role to play to support the mission of active lives for all: volunteers, communities and the paid workforce. We will develop the skills, knowledge, values, mindsets and behaviours of people and leaders across Greater Manchester, so we can all play our part in tackling inactivity and inequalities.

Our contribution

We will lead, support and connect people and ideas across organisations, sectors and communities so everyone understands how they can play their part in the movement for movement.

We can make a bigger difference together when we understand each other's experiences. This will help us understand what helps, and what gets in the way as we change lives through physical activity, movement and sport.





Our activities

Lead

- Increase the collaborative, place-based ways of working needed across Greater Manchester. This involves deepening and embedding our approach to systems change through the Greater Manchester Place Partnership, and sharing our learning regionally and nationally
- Create opportunities to come together to learn new skills and share ideas. These will be open to anyone who feels like movement, physical activity and sport matter to them or their work ([VCFSE, Health, Transport, Leisure, Local Authority, Sport, Education etc.](#))
- Bring together people who care about volunteering in sport and have a role to play. Explore how to remove barriers so volunteering is more inclusive and accessible by implementing recommendations and learning highlighted through research and evidence, and further developing the Volunteering in Sport Community of Practice with key partners across sport, VCSFE and academia.
- Address inequality and intersectionality. Help people working in movement, physical activity and sport to understand the barriers, the inequalities, and what we need to do to reduce them. Continue to grow the Tackling Inequalities Network and ensure that people with lived experience of inequalities are sharing their experiences, using active lives data and local insight to identify priorities
- Grow strategic and collective leadership. Create the culture and conditions that enable people at all levels to act and make decisions.



Our activities (cont.)

Support

- Develop and nurture values, mindsets, confidence and capability in people across the system to play their part in the movement for movement.
- Work with VCSFE sector partners to distribute power to communities and groups so they can lead approaches that help local people move more, (individual relationships, families, support groups and social networks).
- Collaborate with different partners and approaches across GM. Find others who are exploring the type of leadership required to tackle inactivity and inequalities so we can support each other's mission and purpose. The insights and relationships that we need exist across our workplaces and communities.

Connect

- Influence locally, regionally and nationally to share and grow the learning about the skills and capabilities needed to lead systemic change in a place-based, whole system approach. Contribute to national conversations that support Uniting the Movement with the Active Partnerships National Organisation and Sport England, including deepening, expansion and the universal offer
- Connect across GM Moving in Action to share stories and data about the role of People and Leadership and the importance of having an extended workforce that is supported, valued and equipped to help achieve the ambitions outlined in GM Moving in Action.
- Contribute insights and ideas towards environmental sustainability, welfare and safeguarding, and EEDI.

What's the change we will see?

- Place Partnership Locality Leads feeling more able to implement change and connect with senior and strategic leaders to provide protection, permission and reassurance.
- Organisations across all sectors understanding the leadership capabilities and ways of working needed to lead across a system around a shared purpose.
- People testing new ways of recruiting and retaining volunteers from communities that aren't currently represented, or feel like they don't belong.
- People who have experienced barriers and inequalities sharing their ideas and influencing for change.
- Organisations and leaders understanding the change needed to increase activity and reduce inequalities and way systems and processes need to change.
- Greater connectivity across other leadership and workforce initiatives, with a focus on what we can influence, and what is in our control.
- Deeper relationships with VCFSE partners and communities so communities and local people can lead the change that they want to see in their neighbourhoods.
- Increased contribution in regional and national spaces, and "Leading the Movement".





How will we know?

- Through monthly reflections and quarterly sense making sessions.
- Ripple Effect Mapping to demonstrate reach and impact at the Volunteering CoP and Tackling Inequalities Network.
- Increased visibility and distributed leadership - other stakeholders using our language and sharing the work.
- Social media posts from stakeholders.
- Number of shared priorities with other teams at GM Moving.
- Connectivity and shared objectives across catalysts.
- Increased number of organisations connected with the work, measured by diversity of and number of members attending forums, networks and sessions.
- Stake holder mapping and the depth of those relationship.
- Case studies and stories demonstrating changes in behaviours and cultures.
- Progress against the five enablers of change, specifically strategic leadership enabling distributed leadership and effective work across and between sectors.
- Invitations to contribute and support other areas of work, locally, regionally and nationally.



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Greater Manchester
Integrated Care Partnership

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