

Manchester City Council – Our approach to Equality, Diversity and Inclusion.

We're the local government authority for Manchester, and have teams across the city helping to make this a great place to live for everyone. We're proud to do local government differently, in a city with an international reputation for diversity, creativity, culture and passion.

When you join us, you're joining a team of over 7,000 council staff helping to make our ambition for Manchester a reality. Whatever your role, you'll be supporting our residents and communities to be the best they can be, and helping to build a Manchester that's fairer for everyone who lives, works, volunteers, studies or plays here.

To make our ambition a reality, every person we recruit needs to play their part. It takes a certain type of behaviour, attitude and way of working to get Manchester where it wants to be. Our people and partners have agreed five 'behaviours' – the grounding for how we must work together and treat one another:

We take time to listen and understand. We work together and trust each other. We show that we value our differences and treat each other fairly. We 'own it' and we're not afraid to try new things. We're proud and passionate about Manchester.

A career with us means you can be yourself, thrive, and build the career your talent and ambition deserve.

Creating an inclusive team at Manchester City Council

At Manchester City Council, we strive to create a fair and inclusive workplace that is as diverse as the communities we serve. If you want to find out more about the role, our culture, flexible arrangements or any adjustments, please let us know by emailing jobs@manchester.gov.uk. If you are invited to interview we will ask you if you require any adjustments in order for you to best demonstrate your suitability for the role in the interview process.

As part of our commitment to inclusion, we offer guaranteed interviews for specific groups of people. To qualify, you'll need to meet the minimum requirements for the role, and identify with one of the below criteria:

- Members of the Armed Forces and veterans.
- Are currently in care, or have previously been in care.
- If you consider yourself to be disabled or if you have a long-term health condition.

As a Disability Confident Employer, we provide support for employees with physical or mental-health conditions, a disability or neurodiversity. Our workplaces are accessible by design, and we make workplace adjustments including providing aids, adaptations and equipment. These, combined with our flexible working policies such as disability-related leave, enable our employees to perform their role, thrive and be their authentic selves in work.