

## **MINUTE EXTRACT**

### Cabinet Meeting – 27 September 2018

1. Title of Item/Report

Investors in People (IIP)

2. Record of the Decision

Consideration was given to a report on Investors in People (IIP).

The Investors in People (IIP) award sets out the criteria for high performance through people. The Council had held the IIP Accredited award since 2003 and had maintained accreditation ever since. Following the recent assessment the Council had received confirmation that it had retained its Investor in People (IIP) until 2021.

The Council had a long history of investing in its employees and was 4 years into the Shaping a Brighter Future (SBF) programme which was investing heavily in the potential and heart of our employees. SBF was building organisational capacity and driving change in the way the Council worked so that it could cope with the challenge of working in Local Government in 2018.

As with any major investment the Council had welcomed the opportunity to test its effectiveness, the IIP reaccreditation had been particularly timely as a means of providing an independent assessment of and challenge to everything the Council was doing in SBF. The Council had always welcomed the insight and challenge provided by the IIP assessors and value the quality and comprehensive nature of the IIP assessment model. The Council was delighted to receive the detailed inspection feedback and the headline finding that the:

“SBF programme in 2018... has evolved substantially, unleashing energy for the benefit of the people served by the Council.”

The assessment was conducted in July 2018 and focused on evidence from employees on an individual and group basis. A total of 137 employees were interviewed through the assessment process. There was also the opportunity for the Assessors to review various information in support of the Council's approach to people management, a wide range of Shaping a Brighter Future evidence, video clips, the Scrutiny Review of Sickness Absence, Hive results and Employee Survey 2016 Reports and Action Plans. In addition the Assessors attended a Setting the Standard session, which provided “an excellent overview of the Council's achievements and strategic developments”; and a Headway Bite-Size session, which focused on staff engagement.

Evidence gathered during Interviews provided significant evidence of good practice across all Indicators of the Standard and feedback in the report and directly from the Assessors was excellent. The Assessment suggested that the Council was working beyond the 'Developed' level in many areas and would be well positioned to achieve IIP Gold accreditation at a future Assessment.

It was particularly pleasing to receive such positive feedback and recognition of the Council's ambition and approach to valuing our workforce, notwithstanding the significant financial challenge and change, including reduction in headcount, that employees had been part of over the recent years. The report endorsed the Council's value, care and investment in employees encapsulated in the long term commitment to the SBF programme and more recently the Smarter Working in Stockton (SWiS) programme.

RECOMMENDED to Council that:-

1. The Stand-out Strengths and recommendations from the IIP Assessment be noted.
2. The actions in response to the IIP Assessment recommendations be agreed.