

**ANGUS COUNCIL**

**17 DECEMBER 2009**

**THE INVESTORS IN PEOPLE STANDARD – SUCCESSFUL REVIEW**

**REPORT BY CHIEF EXECUTIVE**

**ABSTRACT**

This report informs the council of the success in the 2009 Investors in People Standard review. Angus is one of only six councils in Scotland to achieve the corporate standard.

**1 RECOMMENDATION**

The council is asked to note the successful outcome of the recent Investors in People review which means the council retains the Investors in People Standard.

**2 BACKGROUND**

The Investors in People (IiP) Standard is a tool used to improve organisational performance through effective management and development of employees. In order to achieve IiP recognition, an organisation has to demonstrate it is meeting the ten indicators of good practice which make up the Standard. The indicators are:

1. A strategy for improving the performance of the organisation is clearly defined and understood.
2. Learning and development is planned to achieve the organisation's objectives.
3. Strategies for managing people are designed to promote equality of opportunity in the development of the organisation's people.
4. The capabilities managers need to lead, manage and develop people effectively are clearly defined and understood.
5. Managers are effective in leading, managing and developing people.
6. People's contribution to the organisation is recognised and valued.
7. People are encouraged to take ownership and responsibility by being involved in decision-making.
8. People learn and develop effectively.
9. Investment in people improves the performance of the organisation.
10. Improvements are continually made to the way people are managed and developed.

The council achieved corporate recognition of the standard in November 2005. Retention of the standard is subject to periodic review.

**3 2009 REVIEW**

The review was carried out during October and November by an Internal Review Team from across the council, and led by a Managing Assessor from IiP Scotland.

It took place as part of a rolling review programme, which ensures that all departments within the council are assessed against the whole standard at least once within every three year period.

The review confirmed that the council fully meets all ten of the indicators in the standard and therefore retains its IiP recognition.

The council is one of only six councils in Scotland that have achieved corporate recognition of the Investors in People Standard.

**4 FINANCIAL IMPLICATIONS**

There are no financial implications associated with this report.

**5 HUMAN RIGHTS IMPLICATIONS**

There are no human rights implications associated with this report.

**6 EQUALITIES IMPLICATIONS**

There are no equalities implications associated with this report.

**7 CONSULTATION**

All directors of the council have been consulted on the terms of this report.

**D S SAWERS  
CHIEF EXECUTIVE**

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**NOTE:** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing this report