

Schedule 1 – Investors in People Accreditation

Background

Investors in People (IiP) is an internationally recognised and respected accreditation scheme for employers of all sizes in both the public and private sectors.

It is a tool for improving business performance and competitiveness through good practice in people strategy. An organisation that has achieved IiP has been successful in adopting and maintaining its three fundamental principles:

- Plan - developing strategies to improve the performance of the organisation, from business goals to leadership strategies;
- Do - implementing those strategies, taking action to improve the performance of the organisation;
- Review - evaluating and adjusting those strategies, measuring their impact on the performance of the organisation.

Angus Council has been an accredited Investors in People organisation for a number of years and is committed to the standard and what it means for all employees and the organisation. Working with the IiP framework has helped everyone focus on what the organisation is trying to achieve and the contribution we all make.

IiP Review Process

A team of experienced internal reviewers, comprising fifteen staff from across all directorates led by a Managing Assessor from IiP Scotland, completed interviews with staff from each directorate. Individuals invited for interview were chosen in line with national sampling guidelines and were representative of staff from across the council, ranging from senior managers to front-line staff. As interviews were completed for each directorate the Managing Assessor completed a report for consideration by the directorate's senior management teams highlighting potential development areas and areas of good practice.

To retain IiP accreditation we had to be able to provide robust evidence that we had achieved the required standard for the management and development of our people.

Following this review, carried out in the period from June – December 2014, IiP Scotland determined that the council continued to meet the standard showing a commitment to staff and demonstrating good practice. Given the pace of change the council has gone through in recent times the reaccréditation of the IiP standard is a significant achievement and a testament to the hard work being carried out by all council staff.

Whilst we have retained IiP accreditation there remain themes, across the council, where further development is recommended mainly centred around communications and engagement and empowerment of staff.

In order to recognise the exceptional work carried out during the review process all members of the internal review team were awarded a commendation from Mark Armstrong, Strategic Director - Resources through the Transforming Angus commendation scheme, which was greatly appreciated by everyone.

Next Steps

Management teams have considered the potential development areas for their directorates and have put in place actions to address these issues; actions have also been put in place to address corporate issues.

Having now achieved IiP status we are due to go through the accreditation process again before November 2017, nearer the time an action plan will be agreed with EMT.