

**SUBJECT: CIPD 2012 AWARD WINNERS**

**JOINT REPORT OF THE CHIEF FIRE OFFICER, CLERK TO THE AUTHORITY,  
THE FINANCE OFFICER AND PERSONNEL ADVISOR**

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**1 INTRODUCTION**

1.1 The purpose of this report is to inform Members of the Service's recent success at the CIPD North East of England HR&D Awards.

**2 BACKGROUND**

2.1 The CIPD North East of England holds annual awards to provide an opportunity for organisations to be recognised for notable practice in the field of HR and Development.

2.2 The awards are the biggest of their type in the region and demonstrate how businesses and organisations have worked hard to make their staff better qualified, more talented and happier.

2.3 This year there was a record entry to the awards and the winners were announced to over 400 people at the grand final on 3 May 2012.

2.4 Awards were presented for the following categories:

- Excellence in Developing People
- Innovation in Social Media and Technology
- Diversity and Inclusion in the Workplace
- HR&D Team of the Year
- Engagement and Well-being
- Change Management Project of the Year
- Talent Attraction and Management Award
- SME Excellence in HR&D Award

2.5 The Authority has supported the prestigious CIPD North East of England HR&D Awards by participating annually since the Awards were launched six years ago, and have been finalists each year of entry.

**3 NOMINEES**

3.1 There were three entries this year, namely:

- **Diversity and Inclusion in the Workplace Award** - The Employee Advisory Group for Disability (EAGD) for their work around promoting disability such as the Disability Awareness Conference;

- **Engagement & Well-being Award (focus on Engagement)** - Community Relationship Manager Shaun Kelly, Watch Manager Steve Graham, and the Media Resources team, for the production of the Deaf Awareness Home Safety Check film; and
- **Engagement & Well-being Award (focus on Well-being)** - Dave Turner, Fire Brigade Union and Laura Lawrence, Welfare Officer for the production of the Mental Health Awareness DVD.

#### **4 FINALISTS**

- 4.1 The Service was shortlisted under the Diversity and Inclusion in the Workplace Award for the work of the EAGD. This award is for organisations who can demonstrate how they value and have developed equality and/or a diverse workforce. Entrants were required to demonstrate how initiatives have engaged employees and delivered positive results.
- 4.2 Judges were so impressed with the work of the EAGD such as the highly successful disability awareness conference in March of this year, work placements for young people with learning disabilities, and the deaf awareness campaign, that they came to visit group members to find out more about what they do.
- 4.3 Following their visit, the judges praised the group for their enthusiasm and passion and the excellent progress they have made in relation to diversity and inclusion.

#### **5 WINNERS**

- 5.1 The winners for each category were announced at the awards ceremony on 3 May 2012. The Chief Fire Officer is delighted to report that the Authority won the Diversity and Inclusion in the Workplace Award for the dedication and commitment of their EAGD.
- 5.2 Members of the EAGD were presented on stage with the winning trophy and certificate. Mark Henderson, Chief Executive of Home Group, who sponsored the Diversity and Inclusion in the Workplace Award, presented the award to the group and praised the Authority for the outstanding contribution to the diversity and inclusion agenda.
- 5.3 Members of the EAGD have clearly demonstrated their commitment to diversity and inclusion and it is gratifying that they have been recognised for their valuable contribution over the past two years.
- 5.4 A 16 page commercial supplement covering the CIPD 2012 CIPD North East of England HR&D Awards was included in the Journal on 11 May 2012. The piece included a photograph of the group and details of all award sponsors, generating positive press coverage for the Authority.
- 5.5 Catherine Attwell, Chair of the CIPD North East of England Branch commented on the Service's success:

"We are delighted to present this award and recognise the outstanding

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achievements of the team at Tyne and Wear Fire and Rescue Service. The Judges thought the quality of your application was superb. It was clear that the Tyne and Wear Fire and Rescue Service Diversity and Inclusion strategy and activities truly captured hearts and minds of all employees. The commitment, passion and energy to make a difference was clearly evident. There was real evidence of business impact and demonstration of best practice which is now being shared with other organisations in the region. Congratulations on your successes and long may they continue."

## **6 FINANCIAL IMPLICATIONS**

6.1 There are no financial implications arising from this report.

## **7 EQUALITY AND FAIRNESS IMPLICATIONS**

7.1 Participating in the CIPD HR&D awards has many benefits including the opportunity to learn about best practice in the field, to network and develop helpful links with other organisations, and it assists the Service in aiming higher and achieving improvements for its employees and the people to whom it provides a service.

7.2 Winning this award has a positive implication for equality and fairness in the workplace. It demonstrates that the organisation effectively engages with its employees by listening and responding to them leading to improvements for the wider workforce and local community.

7.3 The EAGD will no doubt go from strength to strength and continue to make a real difference for people with disabilities as well as contributing to the overall equality agenda.

## **8 HEALTH AND SAFETY IMPLICATIONS**

8.1 There are no specific health and safety implications in respect of this report.

## **9 RECOMMENDATIONS**

9.1 The Authority is recommended to:

- a) Endorse the content of this report;
- b) Consider sending congratulations to those employees involved;
- c) Receive further reports as appropriate.

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## **BACKGROUND PAPERS**

The undermentioned Background Papers refer to the subject matter of the above report:

- HR&D Awards 2012 Nomination Form - Tyne and Wear Fire and Rescue Service Employee Advisory Group for Disability – Disability Awareness Conference

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