

**TYNE AND WEAR FIRE AND RESCUE AUTHORITY**

**Item No: 4**

**HUMAN RESOURCES COMMITTEE: 13 JULY 2015**

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**SUBJECT: CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT (CIPD)  
AWARDS 2015**

**JOINT REPORT OF THE CHIEF FIRE OFFICER AND THE PERSONNEL ADVISOR**

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**1. PURPOSE OF REPORT**

1.1 The purpose of this report is to inform Members of the Authority's support at the prestigious CIPD North East of England HR&D Awards and inform members of the successful candidate.

**2. BACKGROUND**

- 2.1 Members may recall that the CIPD North East awards are the largest of its kind in the region and allow organisations the opportunity to showcase the impact innovative HR initiatives have had on their employees and business success.
- 2.2 The Authority has supported the CIPD Awards by participating annually since the Awards were launched, and have been finalists each year of entry. The opportunity was taken this year to sponsor the Diversity and Inclusion in the Workplace Award which the Authority had won on two successive occasions to show our support in ensuring our communities are some of the most inclusive organisations in the country.
- 2.3 The winners were presented with their awards in front of over 400 people from a range of organisations at the awards ceremony on 11 June. Categories included:
- Change Management Project of the Year
  - Diversity and Inclusion in the Workplace
  - Employee Engagement
  - Health and Wellness
  - HR&D Team of the Year
  - HR&D Technology
  - Learning and Development Programme
  - People Development
  - Rewards and Benefits
  - SME HR&D

### **3. AWARD WINNERS**

- 3.1 The Chief Fire Officer is pleased to announce the winners of the Diversity and Inclusion Award were Muckle LLP.
- 3.2 Representatives of Muckle LLP were presented with the trophy and certificate on stage by Assistant Chief Fire Officer Baines.
- 3.3 Muckle LLP demonstrated to the judging panel, made up of senior members of CIPD North East, their commitment to inclusion and corporate social responsibility within our communities. The judging panel were particularly impressed with the number of activities including recruitment and sponsorship of undergraduates, recruiting from the local job market and promoting positive action campaigns that were having a real impact on the company and the North East.
- 3.4 Representatives attended the evening reception on behalf of the Authority including Councillors Bell and Hayley, as well as TWFRS Volunteers and Community Advocates.
- 3.5 The Authority support generated a range of local publicity including a 16 page commercial supplement covering the CIPD 2015 Awards in the Journal, with a photograph of all award sponsors, generating positive image for the Authority within the business community.

### **4. FINANCIAL INFORMATION**

- 4.1 The financial implications in respect of this report which are contained within existing budgetary provision.

### **5. EQUALITY IMPLICATIONS**

- 5.1 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.
- 5.2 The awards have a positive implication for equality in the workplace. It demonstrates externally that the organisation continues to effectively engage with its employees and the wider business community enabling improved outcomes for our communities.

### **6. HEALTH AND SAFETY IMPLICATIONS**

- 6.1 There are no health and safety implications of this report can be met from existing budgets.

### **7. RECOMMENDATIONS**

- 7.1 The Authority is recommended to:
  - a) Note the content of this report;
  - b) Receive further reports as appropriate.