

TYNE AND WEAR FIRE AND RESCUE AUTHORITY

Item No. 5

HUMAN RESOURCES COMMITTEE: 1ST FEBRUARY 2021

SUBJECT: INVESTORS IN PEOPLE (IiP) – RE-ACCREDITATION

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

1 INTRODUCTION

The purpose of this report is to update members of the outcome of our recent Investors in People (IiP) re-accreditation.

2 BACKGROUND

- 2.1 In April / May 2019, the Authority were re-assessed against the framework and successfully achieved the Gold Standard Award.
- 2.2 At that time, the assessors commended the Service *‘on its continuing investment in improving its people management and development practices’..... the work in progress relates to big-ticket issues which have the potential to make a real difference when applied consistently’.*
- 2.3 During this time, work continued on these ‘big ticket’ issues, notably the roll out of the new Performance Development Review (PDR) approach.
- 2.4 In December 2019, ELT discussed several options in relation to the value of external assessments such as IiP, and its role in our improvement journey alongside, for example, the inspection regime undertaken by HMICFRS. It was decided to continue with the investment in IiP and to review this again before the next 3 year accreditation period expires.

3 RE-ACCREDITATION PROCESS

- 3.1 ELT’s decision demonstrated an openness by inviting constructive challenge to ensure we are doing our very best by our people, take advantage of continuous objective support via the IiP assessor and enable the Service to tell a longer term story of improvement. The decision also meant that it will continue to be active in the region, hosting and participating in regional IiP forums, broadening its presence and influence as well as learning from other IiP accredited organisations.

- 3.2 During December 2020, over a period of 8 days, a cross section of employees were invited to take part in over 40 virtual 1-2-1's with the liP assessor. They covered a wide range of discussion topics designed to help us understand the extent to which we were performing against the liP framework. In addition the assessor observed the delivery of an online workshop and was provided with a number of key strategic documents and relevant performance data.
- 3.3 The assessment period came to an end just before Christmas 2020 and initial, informal and immediate feedback at the time indicated that we have satisfied the criteria to our Gold Standard, and that we are continuing to progress well against the 'big ticket' items that had previously been identified. The assessor's findings will need to go through an internal quality check with liP, before a draft final report is produced for consideration.
- 3.4 At the time of writing we are yet to receive the report, however once this has been agreed, members will be updated accordingly, and series of internal communications with employees will begin.

4 RISK MANAGEMENT

- 4.1 A risk assessment has been undertaken to ensure that the risk to the Authority has been minimised as far as practicable. The assessment has considered an appropriate balance between risk and control, the realisation of efficiencies, the most appropriate use of limited resources and a comprehensive evaluation of the benefits. The risk to the authority has been assessed as low utilising the standard risk matrix based on control measures being in place.

5 FINANCIAL IMPLICATIONS

- 5.1 Further expenditure incurred in the continued accreditation with liP will be met from the Service's Learning and Organisational Development revenue budgets.

6 EQUALITY AND FAIRNESS IMPLICATIONS

- 6.1 There are no equality and fairness implications in respect of this report.

7 HEALTH AND SAFETY IMPLICATIONS

- 7.1 There are no health and safety implications of this report.

8 RECOMMENDATIONS

- 8.1 The Committee is recommended to:
- a) Endorse the contents of this report
 - b) Support the Service in continuing its accreditation with liP
 - c) Receive further reports as appropriate.

BACKGROUND PAPERS

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

- HR Committee Feb 2017 Investors In People
- Fire Authority June 2017 Investors In People (IiP) Achievement Of Gold Award Standard
- HR Committee Feb 2018 Investors In People (IiP) Update
- Investors in People Annual Review Report 2018
- Investors in People Annual Review Report 2019
- HR Committee Investors in People 24 Month Review Outcome July 2019

