YORKSHIRE DALES NATIONAL PARK AUTHORITY **Item 8**

Committee: **Finance and Resources**

Date: **5 March 2024**

Report: **24-month Investor in People Review Assessment**

Purpose

1. To update Members in relation to the 24-month Investors in People (IIP) review assessment.

Recommendations

2. That Members note the update in relation to the Investors in People review assessment.

Strategic Planning Framework

3. The information and recommendation(s) contained in this report are consistent with the Authority's statutory purposes and its approved strategic planning framework and specifically Corporate Action Plan Objective 33, to "Ensure that we have HR policies, procedures, terms and conditions to attract and support the right people with the right skills to deliver the work of the Authority effectively".

Background

4. The Authority has been accredited against the We Invest in People Standard since 2001.

5. The full triennial IIP assessment was last undertaken in 2021, at which the Authority achieved the standard award level. As part of the scheme, annual reviews are undertaken at months 12 and 24.

24-month Review

6. On 7 November 2023 Amanda Hudson, the IIP Assessor, met with SMT and Section Heads, the Employee Voice Group, The Equality, Diversity and Inclusion Working Group and the Apprentices as part of the 24-month review.

7. Following these meetings and Amanda's assessment the final 24-month review report was received on 20 December 2023.

8. The 24-month review report includes a summary of the 2021 assessment and the 12-month review, suggestions made previously, what has changed since the 2021 assessment and the 12-month review, what we've achieved, the Authority's focus for the next 12-months and further recommendations.

9. The full report is available here https://www.yorkshiredales.org.uk/wp-content/uploads/sites/13/2024/02/2023-We-invest-in-people-at-Yorkshire-Dales-National-Park-Authority-Annual-24-Month-Review-Report.pdf.

10. The 24-month review report has been shared with all staff and the action plan for the next period, ahead of the full assessment later in the year, has been updated accordingly.

Conclusion

11. The Authority is committed to the Investors in People standard and the report confirms this, particularly within the following statement 'The Authority is clearly still demonstrating its commitment to the Investors in People framework and aspirations towards higher levels of people management practices. Together with the work the Authority has planned for the next year, the organisation should be well prepared for the next assessment in October 2024'.

Vikki Thomas **12 February 2024**
Head of HR