Yorkshire Dales National Park Authority **Item 9**

Finance and Resources Committee

17 December 2024

Investors in People Assessment Outcome Report

Purpose of the Report

1. To update Members on the recent Investors in People (IIP) Assessment.

Recommendation

2. That the report be noted.

Strategic 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;

    - Corporate Action Plan Objective 33
      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, as evidenced by accreditation under the Investors in People standard.

Background

4. The Investors in People Standard sets out the criteria for high performance through people. It's a framework to benchmark the effectiveness of leadership and management practices in any organisation and to help drive improvements forward.

5. The Authority has been a long-established Investors in People organisation, having been accredited against the Standard since 2001 with regular re-assessments every 2/3 years. The last assessment took place in 2021.

6. To meet the minimum level for accreditation the Authority is required to meet all nine performance indicators (as shown in the diagram at paragraph 8) at 'Developed' level. There are four assessment levels: 'Developed'; 'Established'; 'Advanced'; and 'High Performing'.

7. The 3-yearly full assessment involves:
    i. Online Assessment – Staff are asked a set of online questions to collect data and test alignment against the Standard.
    ii. Staff and volunteer interviews and observations – Face to face and virtual meetings are arranged to delve further into strengths and opportunities for improvement.

iii. Evidence – The Authority shares policies, procedures, documents and other relevant information on the commitment from leaders, how staff are managed and development initiatives.

8. Diagram of Performance Indicators



Outcome of 2024 Assessment

9. The assessment took place during October and November. A context discussion with the Assessor, SMT and Section Heads took place, followed by the launch of the online assessment for all staff to complete. A 69% response rate was achieved, indicating a good level of engagement from staff. In addition, a sample of staff and volunteers across the Authority were selected by the Assessor and interviewed face to face and remotely using MS Teams.

10. The outcome of this year's assessment has confirmed that the Authority has achieved the advanced Silver Award level of the 'We invest in people' IIP accreditation. This is a fantastic milestone for the Authority, as it's the first time we've been assessed at Silver (Established) level having previously been assessed at Standard (Developed) level.

11. The assessment report includes the following key message 'Your people's feedback and the evidence amassed, offer considerable assurance that you have sustained, and continue to build on the effectiveness of your approaches to leading, managing and developing people'.

12. The ongoing work to embed the Authority's core values and behaviours to all that we do was recognised. Along with the appraisal process being considered one of the strengths identified by staff.

13. The full outcome report can be seen here.

14. The result and assessment report have been shared with all staff, celebrating the success.

15. A feedback meeting is to take place with the Investors in People Assessor, SMT and Section Heads, to discuss the results, insights from the assessment report and the recommendations. An action plan is being developed to put the recommended suggestions in place. The action plan will be reviewed by the Assessor at 12 and 24 months to understand our progress against the action plan.

Financial Implications

16. None.

Legal Implications

17. None.

Equality, Diversity and Inclusion Implications

18. None.

Conclusion

19. The Authority is committed to the continuous improvement of effective leadership and management practices to support and equip people to carry out their role well. The outcome of this assessment has clarified this and recognised the work undertaken over the last 3-years to increase the result from Standard (Developed) to Silver (Established).

Vikki Thomas
Head of HR

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