

# NORTHERN JOINT POLICE BOARD

23 APRIL 2008

Agenda Item	
Report No	

## Investors in People

### Report by the Chief Constable

#### **SUMMARY**

To update the Board on the achievement of the award.

#### **BACKGROUND**

In 2005/6 the Force committed to work towards the achievement of the Investors in People (IiP) Award. This was progressed using project methodology and was managed through the Force's Capital and Project Monitoring Group. Throughout the life cycle of the project the Deputy Chief Constable chaired the Project Board and both the previous and current Convener and Vice-Convener held seats on the Project Board.

A diagnostic assessment was undertaken by IiP Scotland which involved a dip sample of a number of staff to obtain views and opinions on People Management issues across the Force and from this a number of recommendations were made. These recommendations formed the basis of the project and were progressed by a number of teams of individuals from across the Force.

In November 2007 a full assessment was undertaken by IiP Scotland. This involved an external assessor interviewing a cross section of staff to obtain their views on People Management across the Force over a two week period. The staff chosen were selected by IiP Scotland and included Police Officers, Police Staff, Special Constables and Cadets, full and part-time staff and a number of new starts. In addition the full Executive Team and members of the Police Board were interviewed.

The outcome of this assessment was a report and recommendation from the Lead Assessor to IiP Scotland recommending the Force receive the award and this was confirmed in December 07. A formal presentation of the award will take place on Tuesday 29<sup>th</sup> April at Police Headquarters.

The Force is particularly pleased to have achieved this award during a period of unprecedented change when there has been a high degree of uncertainty about what the future holds for a number of members of staff. This is largely due to the long-term people management strategy and well developed people management policies and practices that the Force has had in place for a number of years and which have continued throughout the review period. It is also testament to the commitment of all our staff.

The Force is not complacent about the achievement of the award and as with any report a number of recommendations have been made and which the Force intends to work towards to ensure ongoing maintenance of the standard which will be

formally reassessed in 3 years time. A new project Plan has been developed and the Deputy Chief Constable will continue to oversee progress to ensure the ongoing corporate commitment to the Standard and what it aims to achieve.

**RECOMMENDATION**

That the Northern Joint Police Board note the above report and the achievement of the Investors in People Standard for Northern Constabulary.

**I Latimer**  
**Chief Constable**

10 April 2008