

CHERWELL DISTRICT COUNCIL

PERSONNEL AND GENERAL COMMITTEE
29th April 2009

REPORT OF THE HEAD OF HUMAN RESOURCES

INVESTORS IN PEOPLE

1 Introduction and Purpose of Report

- 1.1 This report provides and update on the Council's Investors in People status following the external assessment in January 2009.

2 Wards Affected

None

3 Effect on Policy

- 3.1 None

4 Contact Officers

- 4.1 Anne-Marie Scott, Head of Human Resources, extn 1731

5 Background

- 5.1 In June 2008 the Council underwent an inspection against the Investors in People standard which was carried out by the regional external assessor.
- 5.2 The assessor concluded that the Council had not demonstrated sufficient evidence against 2 of the indicators for full accreditation to be awarded and the Council were therefore given retained recognition status.
- 5.3 As part of the retained recognition process the Council were required to produce an action plan to return to standard within 12 months. This was considered by the Personnel and General Committee in September 2008.
- 5.4 On advice from the external assessor the Council brought forward the re-inspection from June 2009 to January 2009.
- 5.6 Following a 1-day process with supporting documentation the assessor was able to recommend that the Council be returned to full standard and this was endorsed by the awarding body. The assessor's final report confirms accreditation and outlines areas for continuous improvement which are being progressed. The report is attached for information.

6 Risk Assessment, Financial Effects and Contribution to Efficiency Savings

- 6.1 The following details have been approved by Rosemary Watts and Denise Westlake

6.2 Risk Assessment

There are no risks associated with this report.

6.3 **Financial Effects**

There are no financial implications to this report.

6.4 **Efficiency/Savings**

There are no efficiency savings arising from this report.

7 Recommendations

- 7.1 The Committee is **RECOMMENDED** to resolve to note the return to standard and the comments in the assessors report.

Background Papers: Retained Recognition Review Report