

# **GWENT POLICE AUTHORITY**

## **Equality & Human Resources Committee**

**Date:** 15<sup>th</sup> June 2009 **Item No:** 7b

**Heading:** Investors in People (IIP) – Progress Against Action Plan

**Report Author:** Chief Executive

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### **SUMMARY**

The Gwent Police Authority was awarded the IIP standard in November 2008. As part of the assessment report a number of recommendations were made. The report identifies the current status of the action taken against those recommendations.

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### **RECOMMENDATION**

To note progress against the Investors in People Action plan.

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#### **1. BACKGROUND**

1.1 Investors in people is a business improvement tool designed to advance an organisations performance through its people. IIP gives us a framework to ensure that we focus on the standard and achieve improved performance at the same time. The IIP standard was achieved by the Police Authority in November 2008.

#### **2. PROPOSAL FOR CONSIDERATION BY COMMITTEE AND CURRENT POSITION**

2.1 Attached at Appendix 1 is a table outlining progress against the areas we were asked to consider for further continuous improvement with a completed progress column.

#### **3. STAFFING/PERSONNEL IMPLICATIONS**

3.1 There are no direct implications for staff as a result of this report.

#### **4. FINANCIAL IMPLICATIONS**

4.1 There are no direct financial implications.

#### **5. CONSULTATION**

5.1 No consultation on the contents of this report has taken place.

**6. PROJECT ASSESSMENT FOR EQUALITY AND DIVERSITY MATTERS**

6.1 This project/proposal has been considered against the general duty to promote equality, as stipulated under the Police Authority's Equality Schemes, and has been assessed not to discriminate against any particular group.

**7. RISK ASSESSMENT**

7.1 The risk is assessed as low.

**8. STAYING AHEAD (2011 REVIEW)**

8.1 No implications are identified.

**9. CONCLUSION**

9.1 IIP has and is a useful tool for improvement and the benefits to the organisation in terms of improved motivation and morale are obvious. We need to ensure that we maintain the standard in two years time.

**10. CONTACT OFFICER**

10.1 Chief Executive, Shelley Bosson.

**11. BACKGROUND PAPERS**

11.1 Assessment report August 2008.

**12. APPENDICES**

12.1 IIP Action plan.

## APPENDIX 1

	<p style="text-align: center;"><b>INVESTORS IN PEOPLE ACTION PLAN</b></p> <p><b>The organisation is encouraged to consider the following as areas for continuous improvement:</b></p>	<p style="text-align: center;"><b>PROGRESS</b></p>
<p>1.</p>	<p>It was mentioned that the initial part of the staff's induction programme was a little heavy in terms of power point presentations and so it would be welcomed if this could be spread out a little to allow staff to absorb a little more of the information before receiving more.</p>	<p>This has been considered for both staff and members and certainly the number of presentations has been reduced. Staff employed since the assessment have valued the induction programme. Member induction evaluation has commenced with some positive comments and areas for improvement which will be considered for future member induction programmes – discharged</p>
<p>2.</p>	<p>It was mentioned that the staff and members face quite a challenging time ahead because of how hectic it is likely to be and policies and strategies that will need to be implemented so they were keen that attention should be made to both morale and to continuing to ensure that all have very clear priorities to achieve.</p>	<p>Development of lead members and introduction of Development and Awareness Days have helped to 'spread the load.' The Secretariat are always trying to seek ways to ensure members have relevant and timely materials. Members are all involved in priority setting as part of the Local Policing Plan process. PDR process is also an opportunity to discuss morale and welfare issues of members and staff. This will be an ongoing requirement – discharged</p>
<p>3.</p>	<p>It was queried by members if anything could be done to either reduce the amount of reading that needs to be done in preparation for meetings and if the salient points to be absorbed in advance of a meeting could somehow be highlighted.</p>	<p>This is something the Secretariat are aware of. Often the volume of documentation is inevitable where responses are required on a document at short notice. We have tried to address the 'volume' issue by referencing documents with web links etc. In addition the 'summary' section of the committee report should assist members with an overview of the contents. The Secretariat will continue to work on reducing the volume of papers. This issue will be ongoing. Reporting required in future?</p>

4. To help ensure that the best cross section of the population are attracted to apply for Authority member posts, it might be useful to undertake an impact assessment of policies, procedures and the recruitment and selection process to ensure that the interface with the public is as conducive as possible to attracting the target population.

We did try to address this in the last round of independent member recruitment with the assistance of the Home Office HR advisor. We targeted women groups in Gwent; disability groups; Caerphilly compact and this was based on the demographic profile at the time. We are constrained by the regulations on recruitment but will continue to improve the appointments process. The Crime and Justice Bill presently before Parliament will be introducing new requirements for councillor members and it is likely that the member appointment regulations will be reviewed again before the next major round of appointments in two years time. We are required to endeavour to have a Police Authority which reflects the demographic profile of the Force area. We will liaise with the Independent Appointment panel prior to advertising for future posts for members – Discharged?