



## Investors In People Re-accreditation

### Context:

Imperial College Union achieved Gold status at the last Investors in People assessment in February 2016. We undertook the Insights Assessment of the Sixth Generation Investors in People framework for the first time in March 2018. The new accreditation framework allows us the potential to achieve either: Accreditation (The Standard), Silver, Gold or Platinum. We have achieved SILVER.

### IIP Framework:

The assessment of the full framework included the following:-

- Online survey and interviews,
- Full data provided from survey and benchmarking against the sector,
- Groups were included in the online survey therefore analysis could be drilled down into department/division/team (minimum 7 per group)
- Feedback report was provided by theme to enable clear roadmap of journey through the maturity levels and included recommendations to support development throughout the framework.

The framework is structured around NINE indicators which are organised under THREE clear principles:

**LEADING** – Creating purpose in a fast changing environment, whilst motivating through change.

**SUPPORTING** – Easier decision-making, customer focus and agility.

**IMPROVING** – Opportunities to improve by seeking every marginal gain. Constantly seeking to outperform.

Underpinning each of the nine indicators is the Investors In People *four stage performance model*, each levelled from 'Developed', 'Established', 'Advanced' and 'High Performing'. Each level describes how successfully practices are embedded and aligned throughout the organisation.

**To achieve Gold status we were required to meet all nine performance indicators at 'developed', 'established', 'advanced' and 7/9 indicators at 'high performing' level.**

### Four steps to accreditation:

1. **DISCOVERY** – 'As is', self-assessment
2. **ONLINE ASSESSMENT** – Understanding our staff members views
3. **EMPLOYEE INTERVIEWS and OBSERVATIONS** – Exploring key themes emerging from the online survey through to face to face meetings and observations.
4. **ACCREDITATION REPORT** – Level awarded and time to gain insight from the online data, interviews and assessment journey.

**Timeline for Accreditation:**

- Departmental heat mapping exercise to address all nine key indicators of the IIP framework. Undertaken **October 2017**.
- Departments created action plans to address key areas for focus and development - **October 2017**
- Action plans were reviewed by SMG in **November 2017** and coordinated by ADS.
- Subsequent action plan updates were provided to SMG in **December 2017**.
- Context meeting: **15<sup>th</sup> Jan 2018** - agreed where the organisation believed we are at the present time (*As is*) and considered where we would like to be in the future (*To be*) It also enabled SMG to engage with the Sixth Generation Investors in People Framework, answer any further questions and plan for the next phase of the assessment.
- Online survey completed: **12<sup>th</sup> February - 4<sup>th</sup> March 2018**.
- Interviews/ observations: **20<sup>th</sup> / 21<sup>st</sup> March 2018**.
- Initial verbal feedback provided by IIP practitioner on-site after interviews.
- Written report received from IIP on **12<sup>th</sup> April 2018** with confirmation of level of accreditation. Awarded Silver.
- Feedback meeting with IIP **16<sup>th</sup> May 2018**.

**Next Steps:**

- Agreed Action Plan to be submitted to IIP eight weeks after assessment completed. Deadline end of **May 2018**.
- The Union have the option to retain Gold accreditation previously achieved in the 2016 IIP assessment if we commit to a 12 month action plan followed by an amnesty review by the **26<sup>th</sup> February 2019** (additional cost)
- Gold will no longer be retained if the amnesty review does not take place or the amnesty review does not result in the Union meeting the requirements of Gold accreditation. The award level will automatically revert to 'Silver'
- Alternatively as the Union have met the requirements of Silver Investors In People Standard this accreditation can be retained for three years with a 12 and 24 month review in February 2020 and February 2021 respectively.