

Title of report	Investors in People Report and Investors in Young People Report
Public/confidential	Public
Action	Discussion
Date of Publication	Before meeting
Summary/purpose of report	This report presents the findings of our Investors in People Report and Investors in Young People Report
Recommendations	The Resources Committee is asked to: 1. note the contents of the report and the next steps.
Author	Lorraine Gray Chief Executive Tel: 01382 207319
Responsible Officer	As above
Link to Strategic Plan	The information in this report links to: Outcome 4 - Our stakeholders value our work.
Link to the Risk Register	Risk 5: The SSSC does not have sustainable resources to support the delivery of Strategic Plan outcomes (i.e. the strategic planning growth assumptions are not financially sustainable).
Equality Impact Assessment (EIA)	1. An EIA was not developed. This is not a change to policy.
Documents attached	Appendix 1: Investors in People Report Appendix 2: Investors in Young People Report
Background papers	None

1. INTRODUCTION

- 1.1 The SSSC has maintained its Silver status with a score of 663 out of the 900 Benchmarks. We have scored below both the UK wide IIP and industry sectors.
- 1.2 Attached are the reports which provide the full detail to Resources Committee members. However, there are a number of areas to highlight which are captured in the Recommendations.
- 1.3 Investors in People recommendations:
- developing people managers at all levels
 - address the issue that a third of respondents disagreed with the statement that people are selected for their roles based on their skills and abilities
 - consider if the 'Dignity at Work' policy needs further emphasis – this is in relation to how staff describe being treated in a disrespectful manner
 - the Development Discussion was highlighted as a potentially powerful tool, but we need to ensure managers feel confident in using it
 - make clear to everyone our employee recognition strategy
 - increase the visibility of the EMT
 - consider why 30% of respondents don't believe they have a say in decisions that affect their role
 - consider developing a Corporate Social Responsibility (CSR) strategy that brings together all the charity fundraising we carry out.
- 1.4 We did not meet the Investors in Young People standard. The recommendations we need forward to achieve the award are:
- update the Youth Employment Strategy
 - develop guidance of how young people should be led, managed and developed
 - better outline the benefits to young people of working at the SSSC
 - make sure all our process from applying for jobs, induction and development meet the needs of young people – not a one size fits all
 - consider creating a Young People Forum.

2. Next steps

- 2.1 We will produce an action plan which will come to the Resources Committee on 25 September 2019. This will address the issues raised in both reports.

- 2.2 We will engage an independent HR consultant to carry out a review of Fitness to Practise to address issues raised in the staff surveys and to identify further actions required.

3. RESOURCE IMPLICATIONS

- 3.1 The Investors in People Report and the Investors in Young People Report both outline a number of recommendations that will have resource implications.

4. LEGAL IMPLICATIONS

- 4.1 There are no specific legal implications, however the SSSC has a duty of care to its employees and comments in both reports highlight concerns that we must address.

5. STAKEHOLDER ENGAGEMENT

- 5.1 A staff survey and focus groups took place which informed the contents of the report. Further engagement with staff will now take place.

6. IMPACT ON PEOPLE USING SOCIAL SERVICES AND CARERS

- 6.1 These reports have no direct impact on people who use social services and carers but how we manage and motivate staff has a direct impact on how effectively we deliver our functions.

7. CONCLUSION

- 7.1 The Investors in People Report and the Investors in Young People Report highlight positive feedback from staff but there are underlying issues and there is a need for investment in our managers and our staff.