

SWINDON BOROUGH COUNCIL GAINS INVESTORS IN PEOPLE STATUS



Swindon Borough Council's drive to transform itself into an employer that can attract and retain the best staff has taken another step forward, with achieving the Investors in People Standard.

This is the first time the entire council, across all services and directorates, has been assessed. Achieving Investors in People recognition was one of the Council's 50 Promises to the residents of Swindon.

Swindon Borough Council Deputy Leader Cllr Fionuala Foley said: "It's been proved time and again that the most successful organisations have committed, well-trained and motivated staff.

"This award recognises that we have now put in place the right framework to make sure our staff can adapt to changing priorities, and are able to deliver the standard of service that the people of Swindon rightly expect.

"It also means we can compete more effectively for the best staff with the biggest employers."

For an organisation to be recognised as an Investor in People, it has to show that it is capable of effectively managing and developing its employees. More than 30,000 businesses and organisations across the UK have been recognised as an Investor in People since it was set up in 1993.

To demonstrate it met the Standard, the council was independently assessed over 12 months by Quality South West, which provides guidance and assessment services to organisations seeking national standards such as Investors in People.

There are three stages to Investors in People, which are accreditation, maintaining the Standard and continuous improvement. In order to move onto the next two stages, council staff have received training to become Internal Reviewers. This means that the council can contribute to reviewing its own performance in the future under the guidance of the Assessor, which will be more cost-effective and support continuous improvement between reviews.

