

6. SOCIAL WORK DEPARTMENT - INVESTORS IN PEOPLE - 2005 (AN474-2005)

The Social Work Department has been recognised as an Investor in People organisation after achieving this national standard in November 2005. IIP is about results, not procedures - it is a strategy for the continuous improvement of an organisation and its people. IIP is a key objective in the Council Plan 2003-2007.

The standard involved an independent assessment of the Department in relation to four key principles:

- Commitment to develop its people to achieve aims and objectives
- Planning what its people need to do to achieve them
- Action to develop its people to improve performance
- Evaluation of the investment in people on performance

The assessment enabled the department to understand what training and development it does well but also what could be done better to develop and respond positively to changing demands.

The Committee is asked to note this achievement both for the department and all of its employees.