

## ABERDEEN CITY COUNCIL

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COMMITTEE	Council
DATE	11th May 2016
DIRECTOR	Interim Director of Corporate Governance
TITLE OF REPORT	Investors in Young People Accreditation
REPORT NUMBER	CG16/045
CHECKLIST COMPLETED	Yes

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### 1. PURPOSE OF REPORT

The Chief Executive was instructed by the Council to bring forward proposals to Council meeting in May 2016 on how the Council can become accredited under the Investors in Young People quality standard. This report details the steps required to achieve accreditation.

### 2. RECOMMENDATION(S)

It is recommended that the Council:

- (i) Approves assessment by Investors in People for the purposes of attaining the Investors in Young People accreditation.

### 3. FINANCIAL IMPLICATIONS

The cost of an initial Investors in Young People assessment against the basic standard is approximately £9,500. This would be incurred in year 1.

Should the Council wish to be assessed against the 'Extended Framework' (see 5 below) an additional cost of approximately £2,600 would be applicable, thereby giving a total cost of £12,100 for an 'Extended Framework Assessment' (i.e. with the opportunity for accreditation against Standard, Silver or Gold as appropriate).

After this initial assessment, the Council would enter into an annual assessment cycle whereby only part of the standard would be assessed each year over a 3 year period. The annual cost of this would be approximately one third of the full assessment cost. However, as

parts of the Council already have Investors in People recognition there would be a discount (up to 25%) if both standards follow an annual assessment cycle. This is due to some employees qualifying for both standards and as such they would not need to be interviewed twice given the evidence acquired would be used in each assessment.

Anticipated costs for the next 4 years therefore would be:

Initial assessment in 2016 - £9,500 - £12,100 (depending on whether being assessed against Extended Frameworks or not).

2017 - £3700 (estimated)

2018 - £3700 (estimated)

2019 - £3700 (estimated)

#### 4. OTHER IMPLICATIONS

No other implications.

#### 5. BACKGROUND/MAIN ISSUES

With a disproportionate number of young people being regarded as not in employment, education or training (NEET) in Scotland, it is important that the Council, as a public body and a socially responsible organisation, tries to assist, where possible, the transition into work for this demographic group.

While this will be of obvious benefit to the young people involved it should also be advantageous to the Council as an organisation delivering services now and into the future through having a more diverse workforce, the makeup of which is representative of the people it serves.

Gaining the accreditation should also serve to indicate to both employees and potential job applicants that the Council is an employer of choice which applies good employment practices

#### **Investors in People**

Investors in People (IIP) is a nationally recognised framework that helps organisations to improve their performance and realise their objectives through the effective management and development of their people.

In partnership with the Scottish Government, IIP have created a new accreditation called Investors in Young People (IIYP).

The key aims of the IIYP framework are that it –

- Challenges and encourages employers to consider the capacity and capabilities they need to achieve their goals and objectives

- Provides a clear link between organisational need and the recruitment and development of young people
- Offers guidance and encouragement to employers to access the range of support services available
- Provides recognition to employers who are effective in their approach to recruiting, retaining and developing young people.

In light of the work and initiatives being undertaken or planned in relation to the employment of young people within the Council, it is considered that the Council will have a reasonable prospect of attaining this accreditation.

### **Accreditation Process**

The IYYP standard is an outcome based framework that primarily uses 1-2-1 interviews with a range of employees to gather evidence.

The accreditation process would start with an initial health check of the organisation. This would give an approximation as to where we are and would give an indication as to whether accreditation would be expected to be achieved at first assessment.

Once the initial health check and assessment have been completed the Council will enter into a 3 year cycle of annual assessments. These annual assessments will generally consider 3 or 4 of the 10 indicators that constitute the standard until all have been assessed.

If it was identified after the initial health check that the Council were unlikely to achieve accreditation, the organisation would be given 12 months to implement an improvement plan devised in conjunction with IIP to address any identified shortcomings.

### **Extended Framework**

As well as the basic standard, there is an Extended Framework for IYYP for gaining accreditation at Standard, Silver or Gold levels. These levels are measured against criteria that progress from what is referred to as '**Developed**' to '**Established**' and then '**Advanced**'.

As the organisation further develops the Improving Staff Experience Programme, it is anticipated that, in time, the Council will seek assessment against the extended framework and aim to achieve the Gold award.

## 6. IMPACT

### **Improving Customer Experience –**

- In having a more diverse workforce where the make-up of the Council is representative of the people it serves, the Council will be better positioned to understand the varying needs of the citizens of Aberdeen.

- Having greater diversity within the workforce is also desirable in terms of innovation in service delivery. This is due to the greater range of experiences that can be reflected and drawn upon when considering new ways of working.
- Improved succession planning should result by having in place a more extensive talent pool. This will improve our ability to 'grow our own' and help safeguard future service delivery.

#### **Improving Staff Experience –**

- Any initiative that eases the transition into work for young people should lead to greater employee engagement with the anticipated associated benefits of increased productivity and reduced absence.
- There should be a benefit to managers' professional development as they increase their people management capability through working with young employees. This, in turn, will aid managers that have young clients accessing their services.

#### **Improving our use of Resources –**

- Though the assessment will focus on young people it will, by consequence, evaluate our recruitment and retention, employee development and employee support mechanisms on an organisation-wide basis and help identify whether best use is being made of resources.

#### **Corporate -**

This proposal is directly aligned to the aims of the Strategic Workforce Plan in that it will enable the Council to better 'grow our own' employees.

This proposal will also support the Aberdeen Guarantees initiative by ensuring that, as an employer, the Council adopts and utilises best practice in assisting young people into the workplace.

In terms of corporate social responsibility the benefits are twofold –

1. Perceptions of the Council should improve as we are seen to try and help young people into work
2. If young people move on to other organisations they take good employment practice/behaviours with them.

The corporate body will also benefit by being in the position to reference the IYYP award in any employee value proposition communications. This will bolster the Council's employer of choice credentials which, in turn, should lead to a higher calibre talent pool to recruit from.

The IYYP standard identifies greater interaction with young people in schools and in further education as a key feature. As such the proposal should also support the delivery of the Children's & Young People's Rights and Participation Strategy aim of -

- Increasing levels of participation by children and young people in decision making from a personal level to city wide, with all children and young people aged 3-25 having the opportunity to contribute ideas across the city. Children and young people will know that their ideas are listened to and responded to.

**Public –**

It is not expected that this report will be of interest to the public. An EHRIA has been completed in respect of the proposal within the report and has identified a positive impact in relation to the protected characteristic of age in respect of the younger age group, which are under-represented in the organisation.

7. MANAGEMENT OF RISK

There may be a minor reputational risk to the Council were it not to achieve accreditation.

8. BACKGROUND PAPERS

No background papers

9. REPORT AUTHOR DETAILS

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