

# INVESTORS IN PEOPLE ASSESSMENT REPORT

## East Sussex Fire and Rescue Service

Presented by David Barrett

Investors in People Specialist

On behalf of Inspiring Business Performance Limited

December 2013



Delivered by IBP, an official partner for London, South East and South West England

## Introduction

This brief summary report has been written following my visit on 27/11/13 when I had the opportunity to meet with a number of managers and also to attend a CMT meeting.

My visit had been arranged as a follow up to my visit in July this year. At that time the organisation was no longer fully meeting Indicator 5.3 and the assessment was treated as continuous.

I am really encouraged by the actions taken since July and the commitment shown by CMT in taking on board my feedback. They have done so in a way that gives credit to the organisation.

It is very clear to me that a number of actions have taken place that will help the organisation ensure that it has the right structures and behaviours in place to meet future challenges.

These include:

- Putting in place a “behaviours” Framework. Two senior managers have been tasked to take this forward over the coming months. The focus will be on creating a values driven organisation
- CMT have held a series of meetings with Heads of Department to share some of the issues and challenges for the future. The emphasis is on openness.
- Putting in place a series of “Show and Tell” meetings that give Heads of Department a chance to share their plans with colleagues
- A shift in focus away from measuring what is done in favour of the impact
- Asking Heads of Departments to, with support, review and make recommendations for a different structure for CMT. This is not about creating another layer but ensuring that what is in place is effective now and will be in the future.

I am very happy to confirm that you are fully meeting Indicator 5.3 and that as confirmed below you are fully meeting the Core Standard and several indicators from the Wider Framework.

## Recommendation and Next Steps

Having carried out the assessment process in accordance with the guidelines provided for liP Specialist by Investors in People – United Kingdom Commission for Employment and Skills, the liP Specialist is totally satisfied that East Sussex Fire and Rescue Service meets the requirements of the Investors in People National Standard.

Investors in People accreditation is granted indefinitely, with a proviso that an interaction is undertaken within 18 months of accreditation and a full assessment takes place no greater than 3 years apart. Assessments can be undertaken at any time and more frequent assessments are recommended to maintain levels of good practice and continuous improvement.

The organisation should discuss the timing of the next assessment with their liP Specialist, using the Improvement Planning Meeting to agree the best strategy for future use of the Investors in People framework.

### Client Feedback

Both the liP Specialist and IBP would welcome your feedback on this assessment and you will shortly be supplied with a Client Feedback Questionnaire to complete. We would very much appreciate it if you would complete and return the questionnaire after your Improvement Planning Meeting has been concluded.

Should you wish to contact an Account Manager at IBP for any reason, please telephone 0800 612 3098, use the contact option on our website [www.inspiringbusinessperformance.co.uk](http://www.inspiringbusinessperformance.co.uk) or send an email to [info@ibp.uk.com](mailto:info@ibp.uk.com)

### Promoting Continuous Improvement

IBP offers an integrated advice and assessment support service, workshops, surgeries and networking events to promote continuous improvement and maximise the benefits of working with The Standard. We also work with a team of highly experienced consultants to offer an extensive range of tailored business support and organisational development solutions to help improve business performance. Details of the support available to you can be found on: -

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**Outcomes Table - Evidence Requirements Framework Matrix**

<b>Core Standard</b>										
Total number of core evidence requirements assessed - 39										
Total number of core evidence requirements met 39										
	<b>Indicators</b>									
<b>ERs</b>	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>	<b>09</b>	<b>10</b>
1	√	√	√	√	√	√	√	√	√	√
2	√	√	√	√	√	√	√	√	√	√
3	√	√	√	√	√	√	√	√	√	√
4	√	√	√		√				√	
5	√		√						√	
6	√									

<b>Wider Framework</b>										
Total number of additional evidence requirements assessed - 18										
Total number of additional evidence requirements met - 11										
	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>	<b>09</b>	<b>10</b>
4	Core	Core	Core		Core				Core	
5	Core		Core						Core	
6	Core									
7										
8	√									
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