

TONBRIDGE & MALLING BOROUGH COUNCIL

LEISURE and ARTS ADVISORY BOARD

15 October 2007

Report of the Chief Leisure Officer

Part 1- Public

Matters for Information

1 LEISURE SERVICES BUSINESS UNIT (LSBU) – INVESTORS IN PEOPLE (IIP)

Summary

This report updates the Board on the success of the LSBU in retaining recognition to the IIP standard.

1.1 Background

1.1.1 Members may be aware that the LSBU successfully achieved the IIP award in 2004. The award is valid for three years and re-recognition became due in 2007. The assessment took place over a two day period, during which a cross section of staff at all sites were interviewed.

1.1.2 At the end of the assessment, the assessor was pleased to confirm that the LSBU has retained recognition to the award. In particular, the assessor commented that all the staff she had interviewed “had a very clear picture of how their own efforts contributed to the business goals and that their efforts were in turn recognised by line managers”.

1.1.3 The LSBU has worked independently of the Council, with the aid of external support, to retain the award and the assessor was very complimentary of the commitment shown to training and developing staff within the LSBU.

1.2 Legal Implications

1.2.1 None.

1.3 Financial and Value for Money Considerations

1.3.1 The assessment and consultancy costs were funded from the central training budget.

1.4 Risk Assessment

1.4.1 The LSBU Operational Risk Register acknowledges the risks associated with the failure to adequately train staff. It highlights in particular the potential for loss of

professional/public credibility to the organisation and consequent potential financial loss. liP is identified as an existing and ongoing control to prevent these risks.

Background papers:

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File Reference MG303

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