



## **NORTHERN IRELAND SOCIAL CARE COUNCIL – WE ARE PLATINUM!**

On 26 March 2024, Investors in People confirmed that the Social Care Council is now accredited as an IIP Platinum employer. This is an outstanding achievement – and we are the only public sector body in Northern Ireland holding this award.

Board members will be aware that this has been a developing and growing journey as the organisation builds strength in itself to be supported and empowered to deliver high quality services while ensuring the culture, and experience is a positive one for everyone.

The Board have supported the organisation on that journey – and it's time to celebrate!

At the same time (and not to be overshadowed) – we retained our IIP Gold Health and Wellbeing award. In terms of context – we are the only NI employer (public and private sector) with this achievement – and we have only been accredited for 18 months before we re-submitted (it is normally every 3 years). We have been advised that even with that short period of time that we should re-submit in the next 12 months for a second assessment as we are pitched close to Platinum for health and wellbeing also.

### IIP Report

We are currently going through the IIP Report in detail – and we will share the detail of that with the Board at the next Board meeting. All of our IIP indicators are in excess of the worldwide IIP average indicators – which is a massive achievement. The assessment included a detailed anonymous survey (we had a 91% response rate), two context meetings with SLT and OLT – and an in-depth 3 days on site immersive assessment where the assessors met a broad range of staff and groups. The process is highly robust – and the assessment is presented to an independent IIP Panel before approving a Platinum level accreditation.

One of our assessors contacted us after the assessment and said

*“The 3 days I spent with you were amazing and you made us so welcome, that we felt part of the team from start to end, so thank you.*

*Having mostly observed I can honestly say that it's not often you come across a group of people so passionate and caring about what they do.*

*The team dynamic sets a benchmark and a perfect example of how it can, and should be done.*

*You're exceptional and it was a pleasure meeting you all."*

We are keen to get into the detail of the Report including helping us plan our next steps and how we continue to do what we do well – and look for new and creative ways to invest in our people, further build on our leadership and collaboration and share our success and our journey.

### Sharing and Celebrating

When we achieved IIP Gold in 2021, we were still in the middle of the pandemic – and while we were delighted with that significant achievement, we did not invest in sharing on social media given the context at that time, however we did manage to get a photographic engagement with the Minister, Robin Swan.

We have now achieved the pinnacle of IIP development and we plan to –

- Engage staff at our Townhall in April on ideas;
- Use an all staff event on 1 May to celebrate;
- Update our IIP logos;
- Comms and social media campaign through our organisational channels;
- Consider a larger event after the Summer to include the Board, and DoH representatives.

We would also welcome the views of the Board on ways in which we recognise this achievement and how the Board wish to be involved.

For your consideration.

Sandra Stranaghan

Head of Business Services

17 April 2024