



INVESTORS IN PEOPLE



'Making a Mark'

Mark Holder Social Impact Declaration

Investors in People CIC

Investors in People is the mark of high performance in business and people management; it defines what it takes to lead, support and manage people well for sustainable results. Our internationally recognised accreditation is held by 10,000 organisations across the world.



Since our transition to a community interest company, we have built on our foundation as an accreditation service for organisations wanting support and recognition for their people management practices, to an organisation driven by community.

The Social Enterprise Mark criteria includes a requirement for all applicants and renewing Mark Holders to answer a set of social impact questions, which illustrate how they are striving to meet their social/environmental objectives. Below are examples of how **Investors in People (iP)** is Making a Mark, striving to create a positive impact on people and planet.

Helping organisations and employees succeed

Our mission is to help organisations succeed by realising the potential of their people. We believe that every employee deserves a fair workplace, underpinned by quality management. When these elements are in place, employees will deliver their very best for the business as they feel supported by a business that really cares for them.

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In turn, this will benefit the UK economy, as we strive to increase productivity and improve national prosperity.

In terms of social benefit, the improvement that IIP has sought to offer has been threefold; happy employees, competent managers and productive businesses.

Improving health and wellbeing of employees

The health and wellbeing of employees has been an area we have been most keen to address in recent months. The research presented in the '[Thriving at Work](#)' report evidenced the massive issue of workplace mental health and the detrimental impact it can have on employees and their workplaces.



Our Health & Wellbeing Framework encompasses psychological, physical and social wellness, encouraging and supporting employers to take greater care of their employees in these areas. We have been promoting the business benefits of this additional accreditation at several events in the last six months and this is something we look to build on in the coming year. One such event, held in Northern Ireland, saw insights provided by exemplary IIP clients who have revolutionised the way they address employee mental and physical health in the office.

Creating an impact on employees and workplaces

Our work has had a tangible impact on the working lives of employees and workplaces. Individuals benefit from our work by having the opportunity to feed into discussions on how to make their workplace work better for them.

We have recently launched two proactive PR campaigns, intending to raise a broader awareness of workplace issues and in particular, how business leaders can make changes to their work cultures to bring out the best in all their employees. Raising awareness is a vital step in giving employers the insight they need to improve the way they support their staff and develop people management practices in the long-term.

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