

# INVESTORS IN PEOPLE®

We invest in wellbeing framework



**What it takes to be accredited**

# Let's make work better

## **80,000 hours.**

That's how long most of us will spend at work in our lifetimes.

For something that takes up that much of our time, we think people deserve to get more out of it than a monthly pay cheque. And they *definitely* deserve more than lying awake on Sunday nights, worrying about the week ahead.

It's about growing the fruit bowl into a team lunch.

Making space for people when they're at their best and when they're not.

It's balance. It's delivering. It's achieving.

That's what it means when **We invest in wellbeing.**

## **So let's do something about it.**

You're reading this because you think that, too. You want to see what you can do to put your people first. (And when you do that, your bottom line sees the benefit.)

We want to help you **make work better.**

What are you waiting for?

## **Let's get started.**

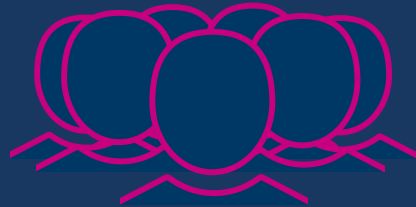
# Making work better

## Investors in People in numbers



**1991**

the year Investors in People started. Back then, we were part of the UK government. But we've been independent since **2017**.



**£0**

the amount of profit we keep. We're a Community Interest Company - that means we invest all our profits back into the community.



**60%**

of companies we've accredited predict their business will grow (compared to the national average of 47%)\*.

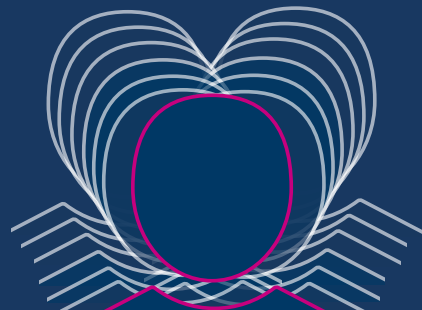
**66**

countries around the world that recognise the Investors in People mark.



**11 million**

people we've made work better for (and counting).



# How we created our wellbeing framework

We worked with leaders and innovators in wellbeing to create a framework that would allow us to provide the best possible value for any organisation trying to nurture a culture of wellbeing into their work.

The areas that make up the framework cover all aspects of wellbeing and how they can be affected within an organisation. This type of behavioural change is what allows a culture of wellbeing to thrive within any organisation.



# This is your guide for how we'll discuss wellbeing at your work

This framework measures how well you're doing at supporting your people's social, physical and psychological health at work.

## As you go through, you'll see what we look for

Wellbeing relates to all aspects of working life: the quality and safety of the workplace, how people feel about their work and the culture they experience at work.

Our wellbeing framework spans over social, physical and psychological areas. So that means, we want to know if your people feel supported, who gets involved in activities and what's available to help improve their wellbeing.

You'll also be able to see what it takes to reach each level of our accreditation – **silver**, **gold** and **platinum**.

Having our mark by your company's name is a clear sign that you care about putting your people first. It's recognised all around the world – and only companies we've accredited are allowed to use it.

## There are two main ways we'll work together

The first step is for us to assess how well your company is doing against our wellbeing framework. Then, we can start advising you on how you can improve over time.

## Getting accredited is just the start

Working with us isn't about jumping through a series of hoops to get your accreditation. In a way, the real work starts once you've got your assessment report and found out your level.

That's when you can start planning what changes you can put in place to make things better for your people's wellbeing. And the most important part of your report will be the recommendations: our suggestions for what to do next.

# How it works

## The journey to accreditation



### 1. We get to know you

We'll kick things off with a meeting. You'll talk to your practitioner and a project manager, and they'll find out more about your organisation, your wellbeing strategy, your people, and what you're looking to get out of this.

### 2. We survey your people

Next, we'll send out a survey to all your people, to see what wellbeing programmes are in place, what's working and what's not. The survey's got 25 questions, all based on your people's wellbeing at work.

### 3. We spend time getting to know you

To get to know your people better, we'll spend more time with them. We'll interview a few people one-to-one at your offices, and sit in on some of your meetings, to get more of a feel for the approach to wellbeing within your organisation.

### 4. You get your report

We'll take all our findings, and turn them into a report summing up what we found. This is where you'll find out whether or not you're accredited – and whether you're silver, gold or platinum.

Your report will include plenty of views and quotes from your people, and our recommendations for what you can do next.

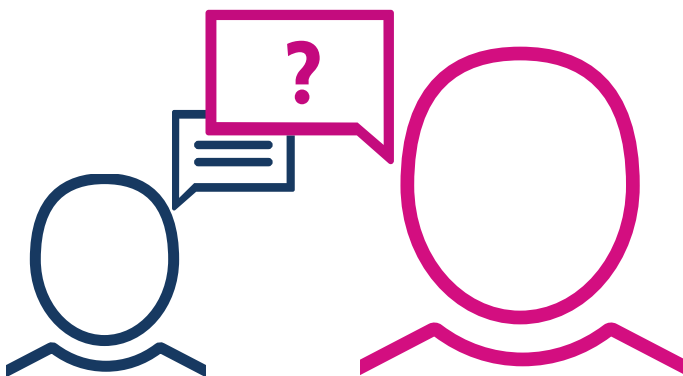
## 5. We help you take the next steps to make work better

Getting accreditation is a brilliant achievement, and a definite cause for celebration. But it's not the end of the journey. Your accreditation will last for three years, and we'll help you create an action plan for what changes your company's going to make over that time.

We'll check in with you regularly to find out how it's going, and measure the effect your changes are having.

### And what about after that?

You'll need to renew your accreditation. That means going through the motions again and setting yourselves new goals to achieve! And of course, we'll be with you every step of the way.



# How we assess you

## The We invest in wellbeing framework in a nutshell

Wellbeing relates to all aspects of working life: the quality and safety of the workplace, how people feel about their work and the culture they experience at work.

### When we're getting to know your company, there are three big areas we're looking at

#### Social

refers to reward and recognition, employee voice, inclusion, diversity, community activities and family-friendly policies. Is there a culture of team work, trust and respect? Is the workplace inclusive?

#### Physical

refers to physical activity, nutrition, musculoskeletal and environmental factors. From staying in shape to keeping illness at bay, physical health can have a big impact on how well people can work.

#### Psychological

refers to mental health, sleep, rest, or financial wellbeing. It's important that people are able to be open about their own experiences with mental health. Feel comfortable to speak up when they disagree with the boss. And that there are programmes available to support them when things are hard.

**We invest in wellbeing** is an accreditation for organisations that are developing and nurturing a culture of wellbeing. But change takes time and effort from everyone to make sure that it's real and lasting.

We'll help you discover what stage of your journey you're on. And point the way forward.



# How we assess you

## Down to the detail

In each area, we'll want to understand how you're doing in these **five topics**:

### Goals

Have you set the wellbeing goals that are right for your organisation?  
Are they chosen because you've asked, 'what will make work better for you'?

### Implementation

Has everyone in the organisation heard about your wellbeing strategy?

### Tools

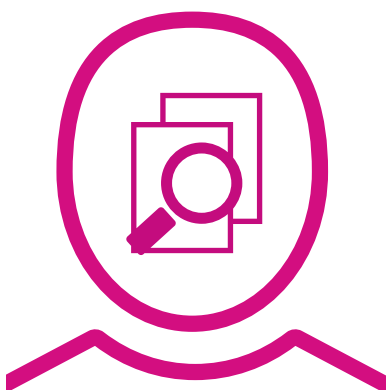
Do people know how to access the right tools to support their wellbeing?

### Engagement

Are different people coming to different events and activities?  
How does wellbeing help people feel connected to the organisation?

### Data

Are you gathering wellbeing data and using it as a springboard for action?



# Getting accredited

## What you need to meet each level

There are three different levels of accreditation.

They are **silver**, **gold** and **platinum**.

## It's not about how big or complex your organisation is

It's about the support you offer and the goals you set and how ingrained they are at every level of your organisation. So, a big, multinational corporate could well get a silver and a small, innovative start-up could get gold or platinum.

## Here's what it takes to meet each level

### Silver

Getting silver means that you have the right principles in place, and you've developed a good wellbeing strategy that is supported by your people. Your people feel positive about the initiative.

**INVESTORS IN PEOPLE**<sup>®</sup>  
We invest in wellbeing Silver

### Gold

A gold accreditation says you've got a good wellbeing strategy in place and that it's clearly supported by everyone. There are opportunities and dedicated spaces for people to work as well as socialise. People understand and support each other's mental health. And there's evidence that it's working, your strategy is having a positive effect and is making work better.

**INVESTORS IN PEOPLE**<sup>®</sup>  
We invest in wellbeing Gold

## Platinum

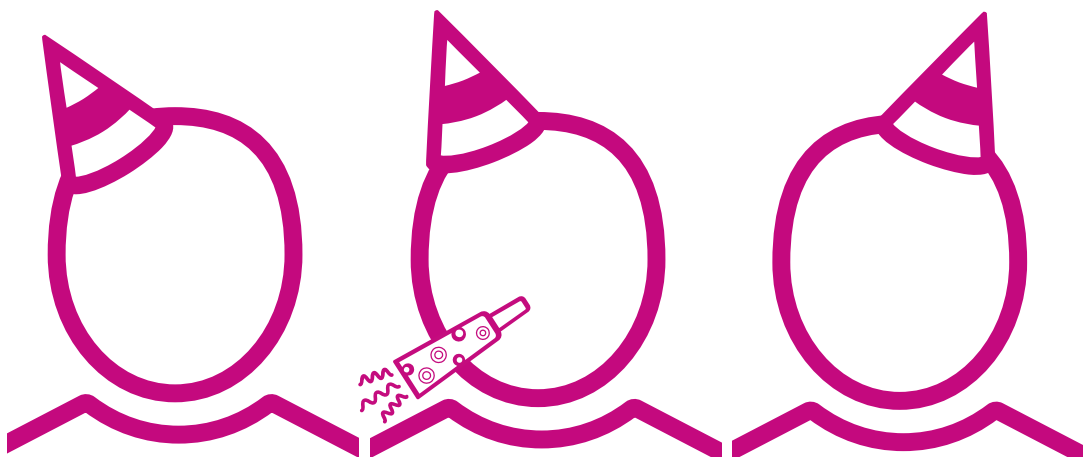
Platinum's the highest level of accreditation you can get from us. It means you make an outstanding effort to support wellbeing. You set stretching goals and often reach or exceed them. That's very difficult to achieve, which is why everyone is involved in activities and you're consistently meeting and reassessing goals.



## What if we don't award you an accreditation?

### Needs improvement

Sometimes, organisations we work with don't have a wellbeing strategy that's developed enough to gain a We invest in wellbeing accreditation. If this happens, you'll still get our full report, recommendations for steps to take to grow and we'll work with you on an action plan to get to the point where you're ready to take the assessment again.





## **We'd like to thank...**

Lots of people were involved in creating We invest in wellbeing.  
We'd like to thank them for their input and support.

### **Jessica (Colling) Silva**

Health and wellbeing consultant

### **Michael Whitmore**

Research leader at RAND Europe

### **Dorothy Shirvell**

Leadership and management consultant

### **Lucy Standing**

Vice chair ABP

### **Chris Jones**

Health and wellbeing consultant

### **Dame Carol Mary Black**

DBE, FRCP, BSD



## Get in touch

If you want to find out more about our **We invest in wellbeing** or any of our other frameworks, we'd be happy to talk you through it.

**Email us on [support@investorsinpeople.com](mailto:support@investorsinpeople.com)**

**Call us on 0300 303 3033**

**Our website**