



Good evening and welcome to
The Investors in People Awards 2025!

We are delighted to have you here
with us tonight, gathered from
all around the world to celebrate
the achievements of this year's
outstanding Finalists.

Each one of you represents the
very best in people management,
dedication, and the drive to Make
Work Better – not only within your
own organisations but as part of a
larger, thriving community united by
this shared purpose.

At Investors in People, we believe
that an organisation is only as strong
as its people.

Tonight's Finalists are proof of that
no matter how large or small your
organisation is, each of you has
shown a remarkable commitment
to enhancing workplace wellbeing,
promoting growth, and fostering
environments where people can
truly thrive.

You've gone beyond simply
implementing best practices. You've
inspired change, raised standards,
and set examples that resonate far
beyond your own teams. Together,
you're showing the world what it
means to invest in people.

And through your dedication,
you're influencing the lives of
employees, their families, and entire
communities.

We are proud to be on this journey
with you, celebrating not only your
successes but the positive impact
you create every day.

I encourage you to take the chance
tonight to celebrate, connect, and
look ahead to an even brighter
future – one where, together, we
continue to Make Work Better.

Congratulations to all our Finalists,
and enjoy this special evening!



A handwritten signature in black ink that reads "Paul Devoy". The signature is written in a cursive, flowing style.

Paul Devoy
CEO, Investors in People

Categories

- ORGANISATION AWARDS -

The Award for Best Apprenticeship Programme

The Award for Best Culture (over 100 employees) / (up to 100 employees)

The Award for Best Newcomer

The Award for Best People Team

The Award for Best Use of AI and Technology

The Award for Diversity and Inclusion

The Award for Driving Positive ESG Impact (up to 4,999 employees) / (5,000+ employees)

The Award for Employee Engagement

The Award for Excellence in Building Purpose-Driven Impact (250+ employees) / (up to 250 employees)

The Award for Excellence in Employee Recognition

The Award for Health and Wellbeing (up to 499 employees) / (500+ employees)

The Award for Inspirational Leadership & Impact

The Award for Learning and Development (up to 499 employees) / (500+ employees)

- INDIVIDUAL AWARDS -

The Investors in People Employee of the Year

The Award for Leader of the Year

The Award for Outstanding Leadership in HR, Wellbeing & HSE

The Award for Young Person of the Year

The Award for Practitioner of the Year

The Award for Exceptional Long-Term Contribution

- EMPLOYER OF THE YEAR AWARDS -

The Award for Small Employer of the Year

The Award for Overseas Employer of the Year: Standard / Silver / Gold / Platinum

The Award for UK Employer of the Year: Standard 2-49 / 50-249 / 250+

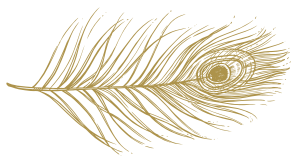
The Award for UK Employer of the Year: Silver 2-49 / 50-249 / 250+

The Award for UK Employer of the Year: Gold 2-49 / 50-249 / 250+

The Award for UK Employer of the Year: Platinum 2-49 / 50-249 / 250+



Stories from our Finalists

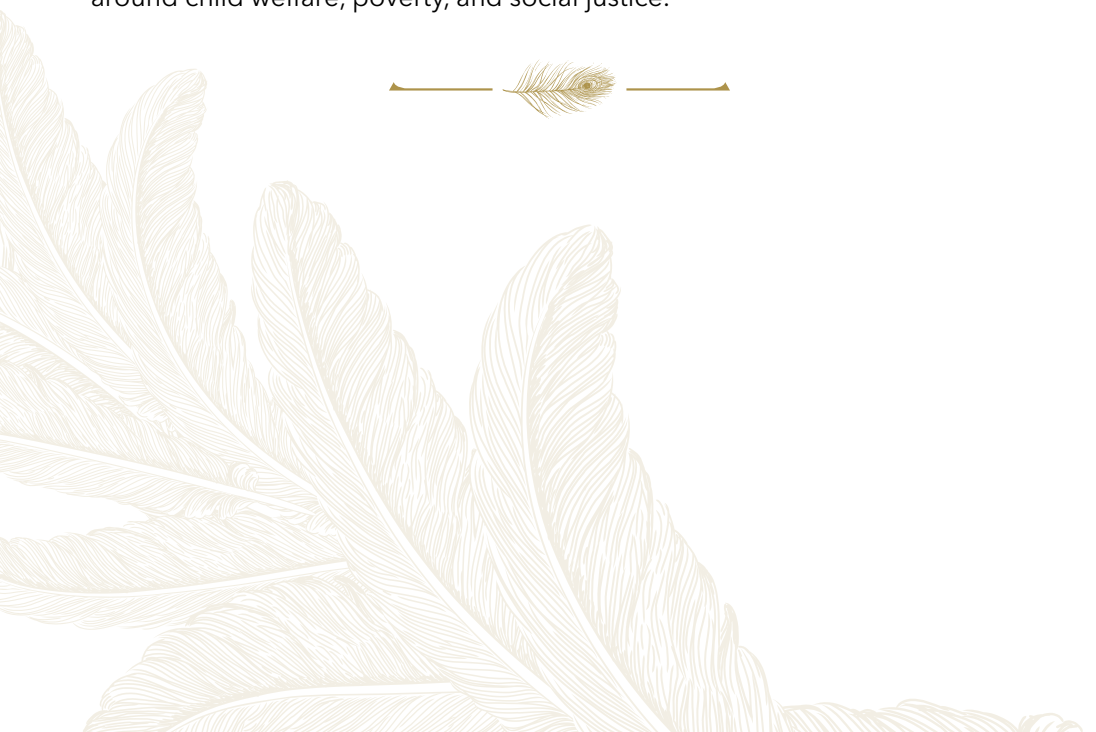


Aberlour is a Scottish children's charity dedicated to supporting children, young people, and families facing adversity. Our mission is deeply rooted in compassion, inclusion, and empowerment – values that align perfectly with the Investors in People ethos of Making Work Better.

Every service Aberlour delivers is designed around the needs of the people it supports. Staff are trained not just to deliver services, but to listen, advocate, and co-create solutions with families – a model of participatory leadership that exemplifies people-first thinking.

We invest heavily in our people creating a workplace culture where mental health, wellbeing, and continuous learning are prioritised. Staff are encouraged to innovate, reflect, and grow and reward us with high levels of engagement, a key indicator of excellence in people management.

Finally, Aberlour's work changes lives. From helping families stay together to supporting children with complex needs. Winning an IIP award would spotlight the transformative power of people-led organisations in the third sector and help amplify Aberlour's voice in shaping national conversations around child welfare, poverty, and social justice.



ACCURATUS GREEN LTD



Accuratus Green Ltd was founded with a clear vision: to deliver payroll with purpose, precision and people at the heart of everything we do. In just a few years, we have built a culture where collaboration, wellbeing and development thrive, ensuring every colleague has a voice and feels valued.

We believe that success in business is about more than financial performance – it's about creating impact. Our people-first approach ensures our team is supported to grow, while our commitment to sustainability means every payslip makes a difference, with over 17,000 trees planted through our Ecologi partnership.

To be recognised by Investors in People would affirm that we are building an organisation where culture and compliance go hand in hand. It would demonstrate to our contractors, recruiters and partners that we deliver excellence not only in payroll accuracy, but in creating a workplace where people are empowered and proud to belong.

We deserve to win because we are showing that even an SME business can set the standard – proving that when you invest in people, you build trust, purpose and long-term success.



ADD PEOPLE



I believe it would be a significant achievement for our organisation, and it would be particularly meaningful for my team, which I have helped grow from a start-up to 12 members. Receiving this recognition would mean a great deal to my team, who truly deserve it. Every day, they show up and give 110%. I have a fantastic People Team, and I am extremely proud of each and every one of them.



AES MONG DUONG POWER COMPANY LTD.



AES Mong Duong Power deserves the Investors in People 2025 Overseas Employer of the Year Award for our transformative journey from expatriate-led to locally-led operations in one of Vietnam's pioneering power plants. Our strategy centers on localization and workforce planning—building local leadership, partnering with schools, and launching innovative internship and qualification programs. We have reduced turnover, strengthened community ties, and empowered our people with personalized development plans and mentorship. Our five-strand strategy deepens localization, scales community-centric talent, and aligns people strategy with business sustainability. With measurable impact in performance, safety, and engagement, and a commitment to continuous improvement, we are shaping a resilient, skilled, and motivated workforce ready to lead Vietnam's sustainable energy future.



AES Solar has been investing in people for over 45 years, but the past few years have been truly transformative. From a founder-led business to a shared leadership model, we've used the IIP framework to create a culture built on trust, inclusion and shared success.

Our people are at the heart of everything we do, and as a result, we've built an environment where leadership is shared, wellbeing is prioritised, recognition is genuine, and every colleague understands how they contribute to our success.

Being shortlisted for the IIP Awards is a testament to our team's resilience, creativity, and collaboration. We've not only maintained our standards but also used the IIP framework as a catalyst for growth, integration, and long-term sustainability.

Our silver accreditation, rising engagement scores, and expanding leadership pathways reflect a business where people truly thrive. And winning this award would honour every individual and affirm that, even in times of change, putting people first is the most sustainable energy source of all.

AES proves that when you invest in people, you build a business that shines for its people, its customers and the planet.



We want to deliver a great experience for our people every day and make it the best it can be. That's why we keep on looking for improvements and innovations that can help deliver on this. It's a two-way relationship, a shared experience and we feel that over the last year we have challenged the team to step outside their comfort zone with our coaching approach. Having understood the value of what a coaching approach meant, the team didn't fear it and saw the opportunity to grow and develop and have embraced this. Everything that Investors in People embodies our people have demonstrated and they deserve the recognition and to win the award.



AGENA GROUP



What sets our People Team apart is their courage to confront uncomfortable truths and to take radical approaches to ensure the success of our people and ultimately our organisation.

They strive to continually learn and improve with the ultimate aim of embedding long-term, wide-reaching change across culture, development, wellbeing, and sustainability.

Our focus on Warden attrition is a prime example of this. Whilst this issue is rife across the sector, rather than accepting it as an 'industry-norm', our People Team knew that with investment of time and energy and with the right approach it was an issue that could and should be addressed.



AIRLINE COMPONENT SERVICES



ACS is proud to be a finalist for Employer of the Year at the Investors in People Awards 2025. Just a short time ago, we were a company without a culture centred on our people. After achieving Gold accreditation last year, we've transformed into an organisation where employees are valued, supported, and given opportunities to be the best versions of themselves.

Operating in the aviation sector means working within an environment defined by safety, precision, and high standards. Through the IIP framework, we've significantly improved the wellbeing and development of our people, helping them thrive in this demanding, safety-critical industry. This has strengthened ACS as a business and improved the quality of service we deliver.

And that's why I think ACS truly deserves the chance to win. We've completely embodied what Investors in People stands for, by investing in our people, we've created a happier, more motivated workforce, which has directly strengthened the business and how we perform.



ALBA FACILITIES SERVICES



Alba Facilities Services are delighted to be nominated for two categories at this year's awards, and we're thrilled to be in London to share the occasion with so many inspiring businesses from across the UK.

As a small family business, we have wholeheartedly embraced IIP principles, embarking on a transformation to become a people-first, wellbeing led organisation that invests in our team's success. This has culminated in our greatest achievement to date, implementing a permanent 4-day work week for our team whilst retaining 5 day's pay. We have seen increases across productivity, financial, and employee wellbeing metrics, making the 4-day week living proof that investing in people is a strategy for business growth rather than a cost to be absorbed. Our initiatives haven't just changed how we work; they've changed how our people feel about work. From reduced burnout to increased engagement, the data and feedback speak volumes.

To win an award would be fantastic recognition for all of the hard work of our amazing team, who have contributed immensely to making our wellbeing goals a reality, and whose ideas and feedback shaped every step of our cultural change.



ALBION ENVIRONMENTAL LTD.



Albion Environmental is a small, values-driven consultancy delivering big results by investing in people. Since 2021 we've embedded the IIP framework into everyday practice, earning Gold, reducing turnover to 0% in 2024-2025, grown revenue by 18% without increasing headcount, and strengthening client outcomes. We recognise and develop our team through clear leadership steps, protected learning time (3% of turnover), coaching, and a staff share incentive plan that broadens ownership. Our culture is practical and kind: accessible leaders, honest feedback, and recognition tied to our values. Even in a challenging market we've continued to grow, innovate and contribute to our community. Winning would celebrate our colleagues success and fuel our next stage—sharing what works, raising standards across our sector, and pushing towards IIP Platinum.



At Amey, we believe that investing in people is the foundation of a successful, sustainable business. Being shortlisted for three IIP Awards - Diversity and Inclusion, Driving Positive ESG Impact, and UK Employer of the Year - is a proud moment that reflects our commitment to creating a great place to work.

Our Journey to Work programme, shortlisted in the ESG category, is helping people overcome barriers to employment and build brighter futures. In ED&I, our Multicultural Leadership Development Programme is driving real progress in representation and inclusive leadership. Being recognised in the Best Employer category reflects our culture and values of wellbeing, development and belonging.

We do not do these things for awards - we do them because they are the right thing to do. Being recognised by IIP is a powerful affirmation that our people-first approach is making a difference.

For our people, it would be a moment of pride and celebration. An IIP Award would celebrate our journey and commitment to building a workplace where everyone can thrive.



At Angel Trains, we believe that when people thrive, organisations succeed, and our results prove it. Since achieving IIP Platinum in 2021, we've raised the bar even higher: retaining Platinum for "We invest in people", achieving Platinum for "We invest in wellbeing" for the first time in 2024 and being awarded 'World Class Workplace' for three years in a row.

Our approach is clear and integrated: a simple strategy, a new Management Competency Framework, and an ILM-accredited programme building inclusive, coaching-led managers. We've embedded wellbeing into every stage of the employee experience, supported by data-driven insights and proactive ED&I and Wellbeing Groups.

The impact? Engagement scores rising against national trends, eNPS up from 62 to 74, health screening participation up from 41% to 69%, and 100% of colleagues saying Angel is a great place to work. Externally, customer satisfaction has reached record highs, proving that a strong people culture drives business success.

Winning would recognise the commitment of our people and reinforce our ambition to keep innovating to improve the working experience of our people and the performance of our business.



APRIL COMPLETE CARE SOLUTIONS LTD



April Complete Care Solutions Ltd is proud to be shortlisted for the 2025 Investors in People Awards in Health and Social Care. Our team embodies compassion, dedication, and professionalism, delivering high-quality domiciliary care that enables individuals to live safely and independently at home.

We're committed to investing in our people, through training, recognition, wellbeing support, and genuine opportunities to grow. This approach has built a strong, motivated team that feels valued and empowered to make a difference every day.

Winning this award would be a celebration of their hard work and a reminder that exceptional care begins with exceptional people.



At Arrow, we believe the greatest investment any business can make is in its people. Winning the Investors in People Award would be a celebration of the passion, commitment and culture that defines the 'Arrow Way'.

From drivers and warehouse operators to account managers, customer response specialists and marketeers, every member of our "A" team plays a vital role in our success. This award is a chance to say thank you - to reflect on our journey and recognise that our progress is powered by their belief, talent and shared passion to "make work better".

After nine years working with Investors in People, this people-first approach is embedded in how we operate. Through our team, we've redefined what it means to be a distributor in the cleaning and janitorial industry, going beyond traditional box-shifter stereotypes to create an organisation and where each member feels proud, supported and part of something bigger.

This is the 'Arrow Way'.



At Arun Estates, we put people at the heart of everything we do. Our Learning & Development department plays a central role in this, covering all aspects of our people and departments, ensuring colleagues at every level feel supported, equipped and able to progress. From new starters to senior leaders, we provide the tools, guidance and encouragement that help our people build confidence, develop their careers and deliver exceptional results.

Being recognised by Investors in People already means a great deal to us, as it validates the work and passion we put into creating an environment where our people can thrive.

To win an award this year would be a powerful acknowledgement of the commitment, teamwork and culture that drive our success every day.

We believe we deserve to win because we have shown that investing in people is not an add-on but central to who we are. By creating a culture of growth, recognition and opportunity, supported by a dedicated L&D department, we continue to deliver positive outcomes for our colleagues, our customers and support our staff through their career progression within Arun.



AUTOMATED BUILDING & ENERGY CONTROLS (ABEC) LTD



Our culture is built on values, inclusion and making work enjoyable. This approach stems directly from our leader, who ensures colleagues feel supported, proud and able to flourish. From ABEC Academy opening pathways into our industry, to wellbeing and community initiatives, our people strategy delivers tangible results: 93% retention, 95% live development plans, improved diversity and survey scores well above industry benchmarks - with 93% of colleagues proud to work at ABEC. Most importantly, we have tripled in size while strengthening rather than diluting our culture. These outcomes confirm our commitment, fuelled our growth, enhanced performance and delivered consistently satisfied clients. Winning would celebrate the individuals and teams who make ABEC what it is and prove that culture, driven by leadership who puts people at the core, is the foundation of sustainable success.



BI WORLDWIDE



At BI WORLDWIDE, we deserve to be recognised as Employer of the Year because we've transformed our workplace culture and embedded a people-first strategy that delivers measurable impact. From achieving IIP Gold to launching initiatives like Culture Champions, a bespoke L&D Academy, and a company-wide performance management process, we've empowered our Associates to thrive. Our NPS of 87, reduced turnover, and increased learning days reflect a happier, healthier, and more productive workforce.

We've made a difference beyond our four walls through volunteering, ESG commitments, and inclusive programmes like Affinity Groups. Every step has been intentional and inspiring. We also deserve to win Excellence in Employee Recognition because at BIW, recognition isn't just a programme, it's a philosophy embedded in our culture, strategy, and everyday actions. We've built a recognition ecosystem powered by behavioural economics, enabling Associates to feel valued, inspired, and empowered. From peer-to-peer awards and milestone celebrations to our AwardPoints™ platform offering over 1m global rewards, recognition flows freely and meaningfully, with an Associate recognised every three minutes.



BMS WORLD MISSION

BMS World Mission is a charity which mobilizes people and resources to serve thousands globally providing life-saving help, supporting refugees and equipping churches to serve communities.

We're on a journey of transformation to become more polycentric because we believe people are called to serve globally, sent from anywhere to everywhere.



We invested time and resources to successfully:

- Clarify our vision, target operating model and transformation journey
- Embed our values and staff connection to purpose
- Ensure our operational strategies and practices provide mechanisms to achieve our vision, strategy and transformation
- Build a culture and develop practices to help us be fit for the future yet remain rooted in our purpose and 230 year history
- Become more people-centred and data-driven
- Increase staff engagement with a 20% increased sense of belonging
- Reduced turnover
- Increase diversity of staff and board
- Establish a senior leadership team and build capabilities

Our staff are inspired by our global impact. Our vision starts with Together we are working. We're proud of what we have achieved together and committed to continue to improve and transform



BUSHBURY HILL ESTATE MANAGEMENT BOARD



We believe we deserve to win this year because our organisation truly puts people at the heart of everything we do. We proudly retained our Gold Status during the last review and, over the past year, have implemented a clear plan of action to address the assessor's recommendations. In the process, we've continued to strengthen our culture of trust, inclusion, and collaboration, ensuring every team member feels valued, supported, and empowered to grow. We've invested in wellbeing initiatives, learning and development opportunities, and created clear pathways for people to thrive.

This recognition isn't just about what we've achieved, but how we've achieved it, together. Our team consistently goes above and beyond to make a positive impact, not only within the organisation but also in the community we serve. Being shortlisted is already a huge honour, but winning would be a powerful celebration of our collective efforts, resilience, and shared values. It would reaffirm our commitment to continuous improvement and inspire us to keep raising the bar.

We're proud of how far we've come and even more excited about where we're heading.



C+A Design is a small architectural practice with a big belief: that people are the foundation of every success. From a two-person start-up in 2009 to a thriving 15-strong team today, our journey has been shaped by a people-first culture built on trust, flexibility, and continuous development.

We've embedded the Investors in People framework into everything we do, from mentoring and career pathways to staff-led policies and leadership coaching. Our commitment has delivered real results. Our people are driving innovation across sustainability, EV infrastructure, and regeneration design in a business that supports ambition, where they feel valued and part of something bigger.

Being shortlisted for this award reflects the culture we've built and the future we're creating. We believe we deserve to win because our story proves that even a small company can achieve extraordinary things when people are empowered to grow, contribute, and succeed together.



CHAROEN POKPHAND FOODS PUBLIC COMPANY LIMITED



CPF is dedicated to shaping a future-ready workforce by advancing Learning & Development and harnessing AI and technology to empower our people. Being shortlisted for the Investors in People 2025 Awards in Best Use of Technology and Learning & Development reflects our success in equipping employees with digital skills, innovative thinking, and opportunities for continuous growth.

Through comprehensive development programmes and AI-driven tools, we enable employees to transform knowledge into action, make smarter decisions, and lead to meaningful changes. These efforts foster an environment where people feel empowered to innovate, collaborate, and contribute to sustainable business growth.

Winning this award would validate our belief that investing in people is the foundation of excellence. It would inspire us to continue raising standards in workforce development and technology adoption, while reinforcing our role within the Investors in People community. By nurturing talent, embracing innovation, and driving continuous improvement, CPF is building an agile and empowered workforce capable of shaping the future of work and creating lasting value for employees, the organisation, and society.



CHARTWELLS AT BRUNEL UNIVERSITY OF LONDON



For Chartwells at Brunel University of London, we've redefined what university catering can be—transforming challenge into opportunity through the power of people. When the pandemic changed everything, our team chose not to rebuild the old, but to create something entirely new: a sustainable, digital-first dining model shaped by the voices of students and the passion of our people.

Our Ultimate Convenience strategy—powered by the Uni Food Hub app, ghost kitchens, and carbon-labelled menus—has revolutionised student dining while cutting food waste by over 50% and empowering thousands to make more sustainable choices. Behind every innovation stands our incredible team, 100% of whom have been trained and developed to thrive in a new era of service.

We deserve to win because this story is about people: their creativity, courage, and belief that they can make a difference. Together, we've built a culture that blends commercial success with purpose, technology with humanity, and ambition with heart. Winning this award would celebrate our people—the true catalysts of change—and inspire others to see how investing in people transforms everything.



COMPASS HOUSE MEDICAL CENTRES

At Compass House Medical Centres, we believe that when people flourish, organisations follow. As a GP practice working in one of the most demanding parts of the NHS, we have proven that exceptional people practices can thrive even in pressured environments when leadership is grounded in evidence, empathy, and purpose.



Over the past two years we have transformed how we work, embedding Positive and Organisational psychology, and strengths-based practices into our daily routines. This approach has delivered measurable improvements, with higher wellbeing, reduced turnover and 96% patient satisfaction. Our Investors in People Gold accreditation, and now being shortlisted for UK Employer of the Year is a milestone we are incredibly proud of and an achievement that reflects the shared effort of our whole team.

Our people are dedicated, hardworking, and compassionate. They consistently deliver excellent patient care, support one another, and bring our values to life every day. We invest in people not through standalone initiatives but through daily actions that create connection, pride, and purpose, delivering outstanding results for both people and patients.



We believe we deserve to win this year because of our strong commitment to supporting and developing our people and the remarkable achievements of our team, particularly our Young Person of the Year nominee, Alicia Summers. Since joining us as an apprentice HGV mechanic in October 2023, Alicia has demonstrated exceptional skill, dedication and resilience in a challenging, male-dominated industry. Since applying, she has successfully completed her Level 2 apprenticeship and is now booked onto her Level 3 course, having also embraced additional training opportunities. Alicia consistently brings a positive, can-do attitude that inspires her colleagues.

This recognition would celebrate not only Alicia's outstanding contributions and determination but also the culture we have built as an organisation, one that values growth, inclusivity and excellence. Being part of the Investors in People Awards reinforces our commitment to employee engagement and continuous improvement and winning would be a proud acknowledgement of the hard work and talent within our team. We are thrilled to be shortlisted and see this as an opportunity to highlight the incredible potential of our people.



CREATIVE START CIC



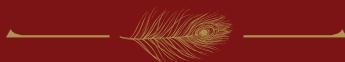
We are truly proud of the innovative work we are committed to; going above and beyond our remit. From a small corner of the country we are gaining national and international recognition for the restorative work we do driving change for individuals, families, communities and the landscape of the town as a whole. We are changing how recovery is both perceived and achieved in the area and prove that some of the most stigmatised people in our society can become some of the most valued; setting high ambitions and surpassing them. We are committed to our mission, roll our sleeves up and 'get on with it' everyday, we face challenges and are willing to take risks all while working towards our core values driven mission.



CTM INFORMATION TECHNOLOGY



We have been working with Investors in People since 2004, achieving Standard, Silver and, in 2016, Gold. This summer, with an amazing effort from our whole team, we were awarded the We Invest in People Platinum level, achieving a High Performing rating in every single indicator. It really does feel like the crowning achievement for 20 years of hard work from a truly great team of people. We are over-the-moon just to be shortlisted, but winning this year would be the best possible end to our best year ever!





Curado is proud to be a values-driven mental health care provider that, for more than 16 years, has supported adults to live more independently and with dignity in the community. Our mission has always been to put people first – our service users, our employees, and the wider society that we serve.

We have built a workplace culture founded on trust, inclusion, and continuous learning. By actively involving employees in shaping initiatives through workshops, surveys, and listening sessions, we ensure that their opinions guide our strategies. This approach has strengthened engagement, created a sense of ownership, and led to tangible results. 80% of our residents have progressed along their recovery journey into independent living, education, vocational training and employment – outcomes that change lives and strengthen communities.

Our impact extends beyond our care homes. We work closely with NHS Trusts and local authorities to ease patient flow, reducing pressure on overstretched services. Through the I Care Ambassador initiative, we have engaged over 500 young people, inspiring the next generation to consider careers in social care.

Being shortlisted already honours our people.



At the heart of our business has always been a simple belief: if we look after our people, everything else will follow. Being part of the Investors in People community and shortlisted for this award has reminded us just how powerful that belief can be.

Over the past 15 years, we've worked hard to build something different, a place where people feel valued, trusted, and proud to belong. This journey hasn't been about chasing recognition, but about doing the right thing for our team and our industry.

Winning would be an incredible honour, but regardless of the outcome, we're grateful to stand alongside organisations that share our values. The process has inspired us to keep learning, keep improving, and keep proving that when people come first, success naturally follows.



D MORGAN PLC

Celebrating 75 years, D Morgan is built on The D Morgan Way - a culture of trust, respect, teamwork, and genuine human connection shaped by Denis Morgan and his family. From apprentices on our "learn and earn" pathway to colleagues with over five decades of service, our people have always been and remain our greatest strength.



Becoming finalists reflects the progress we've made in strengthening wellbeing, embracing innovation, and building a sustainable future, while ensuring our culture continues to grow with our business. Most importantly, it celebrates the loyalty, creativity, and commitment of our people - proving that excellence is truly a habit at D Morgan.

We believe construction has always been, and will always be, about people. Technology will shape our future - but it's our people who will define it.

Our Heritage & Innovation Centre and New Hey Business Campus stand as symbols of how we honour our history while embracing innovation and growth. Winning would not only honour the generations who built our reputation but also inspire those carrying it forward.

Excellence and teamwork have been our habits for 75 years - and will remain so for the future.



DELTA CARE LTD



Delta Care Ltd deserves to win the IIP Employer of the Year award because we have consistently placed our people at the heart of everything we do for 33 years. We invest deeply in the development and well-being of our team, providing ongoing training, clear career progression, and a culture of support and respect. Delta Care is committed to creating a positive, inclusive work environment where every individual is valued and empowered to contribute their best.

We prioritise open communication, ensuring our employees feel heard and involved in shaping the direction of the company. Our dedication to work-life balance, employee recognition, and personal growth has fostered a loyal, motivated workforce that is passionate about delivering exceptional care and service.

Winning this award would not just acknowledge our efforts but reinforce our commitment to continuous improvement. It would recognise how our people-first approach drives both organisational success and a strong sense of community. Finally, winning this award would give the care industry something to be proud of.



DENHAY FARMS LTD



At Denhay, we believe that our people are the key ingredient to everything we do. From our traditional craft to our modern workplace culture, we're proud to be an organisation where individuals feel valued, supported, and empowered to grow.

Over the past year, we've worked hard to strengthen our culture - listening more, supporting wellbeing, and creating clearer paths for development and recognition. Being shortlisted is a huge honour, but to win would be a powerful reflection of the commitment and care our team brings every single day.

We're proud of our heritage, but even prouder of how we're evolving - blending tradition with forward-thinking values. Winning this award would be more than a trophy; it would be a celebration of our people, our progress, and our shared belief that when you invest in your team, great things happen.



At Dent, culture isn't what we say—it's what drives our success and we understand that meaningful impact begins with our own people feeling empowered, connected, and inspired to grow. Our success has been built on a foundation of trust, transparency, and ownership, where every system—whether it's onboarding, development pathways, or performance reviews—has been designed to create clarity, accountability, and momentum. Growth at Dent is a process; it's how we develop leaders, encourage innovation, and keep our people deeply engaged, even across time zones and continents. We've built a team that moves fast, learns faster, and supports one another through change. Our team doesn't just adapt to challenges; they elevate through them—continuously improving how we work, lead, and collaborate. Being shortlisted is a moment of pride, reflecting a culture where ambition and humanity thrive together. Winning would recognize a team that lives its values every day: to be brave, have fun, and make a dent—in our work, in our clients' success, and in the world around us. It proves that when people feel seen, supported, and inspired, they don't just do great work; they make a lasting impact.



DEPARTMENT OF COMMUNITY DEVELOPMENT

دائرة تنمية المجتمع
DEPARTMENT OF COMMUNITY
DEVELOPMENT



The Department of Community Development - Abu Dhabi (DCD) leads the emirate's vision of a dignified life for all, embedding wellbeing, inclusion, and innovation at the heart of its people strategy.

As the regulator of Abu Dhabi's social sector, DCD combines foresight, evidence, and culture to create meaningful, lasting impact. Through leadership programs, a robust Talent Management strategy, wellbeing frameworks, and digitally enabled HR and service automation, DCD has cultivated a thriving, high-performing workplace where employees are empowered to serve the community with purpose and pride.

Achieving Investors in People Silver and the We Invest in Wellbeing Standard reflects DCD's commitment to excellence, care, and continuous improvement. Winning this award would celebrate our belief that when organisations invest in their people, they unlock the full potential of their communities demonstrating how Abu Dhabi and the UAE continue to set new global benchmarks for people-centric governance and sustainable human development.



Firstly, congratulations to everyone who has been shortlisted in this year's Investors in People Awards. We are all winners!

At EMG Solicitors, our people-first culture is the driving force behind everything we do—from delivering exceptional legal services to creating a workplace where individuals thrive.

We deserve to win the Investors in People Award because we've embedded purpose, our values, wellbeing, and growth into the heart of our strategy.

EMG Solicitors' five values are intrinsic to our culture from recruitment through to retirement and everything in between.

Our investment in leadership, inclusion, and continuous development has not only elevated colleague engagement but directly enhanced client service, trust, and outcomes.

We don't just talk about values—we live them.

Through bold initiatives, transparent communication, and a relentless focus on people, we've built a business that's resilient, responsible, and ready for the future. This award would honour the collective commitment of our team and reinforce our belief that when people flourish, business excels.



ESCAPE FAMILY SUPPORT



ESCAPE has consistently demonstrated excellence as both an employer and service provider. Since first achieving Investors in People Standard in 2003, we progressed to Gold in 2010 and reached Platinum in 2022. In 2025, we proudly retained Platinum status with an outstanding score of 876/900, well above the social work industry average of 753 and based on a 100% staff response rate.

Our experience shows that empowering and engaging staff creates a committed workforce delivering ambitious outcomes for individuals, communities, and the organisation. Looking ahead, ESCAPE is dedicated to using its people to influence the systems families rely on and lead positive change locally, regionally, and nationally.

Our future is rooted in our strengths: our people, our values, and our deep community connections. With clear leadership, shared purpose, and a commitment to continuous improvement, we remain a resilient organisation ready to meet tomorrow's challenges and opportunities.

"ESCAPE doesn't just tackle immediate needs, they build resilience, connection and long-term well-being across the region" Northumberland Community and Voluntary Action.



We deserve to win because we've proven that achieving positive wellbeing results in construction is achievable and impactful. In a traditionally high-pressure, male-dominated industry, we've not only challenged stigma but continue to embed wellbeing into every part of our culture.

Our achievements speak for themselves: 96% of employees trust their manager, 93% believe the company genuinely cares about them, and 90% feel supported at work. We've had zero RIDDORs in 12 months and an exceptionally low attrition rate - clear signs that wellbeing drives performance.

From free health checks and bespoke manager training to partnerships with The Lighthouse Club, Andy's Man Club, and United Youth Alliance, our approach is proactive, inclusive, and led by employee feedback and ideas. By putting wellbeing at the centre of leadership, engagement and outcomes, we're proud to show what can be achieved in an industry often thought to be behind the curve. Winning would not only celebrate our people, it would also help raise expectations across the construction sector and prove that a wellbeing-driven culture is not just good for people, it's good for business!



Being part of the Investors in People community and shortlisted for a 2025 Award is a proud milestone for us. As a people-first organisation, we've worked hard to build a culture where our team feels empowered, connected to our mission, and ready for the future. From using OKRs to align strategy, scaling to 100 customers, and creating an Operational Board to support leadership, to embracing AI as a positive force, everything we do is about putting people at the heart of our success.

Winning would recognise our belief that when people thrive, everything else follows. It would celebrate our investment in leadership, our support for engineers navigating AI opportunities, and our commitment to outcomes over outputs. Engaging with IIP keeps us accountable, inspired, and connected to a wider community of purpose-led organisations. This journey isn't just about awards, it's about continuing to grow in the right way, together.



Forbes Solicitors LLP has been on a transformational journey in respect of its people practices since the current leadership was put in place in 2022. The leadership have invested heavily in the people team which has enabled us to transition from a reactive department into a strategic and proactive team that had a positive impact on our Employee Value Proposition.

We have seen increased engagement with all people practice with our approach to EDIB being described as 'pioneering' and have delivered a firmwide overhaul of the approach to learning and development. Having recognised the value of a people-centric approach to business the People Team's reach has been extended to include management of firmwide strategic projects. This team and the Firm's people initiatives are just in their infancy and have already had a significant impact which, I believe, deserves recognition.



One Flight Into the Future.

At Geodis Colombia, we celebrate 25 years of purpose, transformation, and heart! A journey powered by people who dared to believe that work could be more than performance; it could be possibility.

From Gold to Platinum to Best Employer Overseas, our Investors in People journey has been extraordinary. But what defines us isn't the titles we've earned it's the culture we've built: one where care drives results, innovation is born from trust, and every Geodian feels part of something greater.

Guided by our Back to the Future vision and our fearless hummingbird Plati, we honor our past while flying boldly toward tomorrow fast, light, and fearless. She reminds us that even the smallest wings can spark the greatest change. Every Geodian carries that spirit resilient, joyful, and unstoppable. Together, we've proven that logistics can move more than goods; it can move hearts, dreams, and humanity itself.

We deserve to win because we lead with purpose, believe in people, and deliver with soul.

This is Geodis Colombia: 25 years strong, forever powered by people, and flying into the future with passion, pride, and determination.





We entered the Investors in People 2025 Awards to highlight and celebrate the dedication and achievements of our people, emphasizing the company's ongoing commitment to nurturing a positive and supportive work culture. The decision was driven by a belief in the power of collective action—listening to employees, acting together, and continuously improving as a team because together works better. Participation in the Investors in People community has inspired GEODIS to advance its efforts in building a thriving, caring workplace.

Being shortlisted for the award is a significant recognition for GEODIS and its employees, reflecting the collective enthusiasm and motivation that shaped both the certification and application process. It stands as a testament to the values-driven initiatives undertaken by the organization through our employees' belief in the future of the company.



At GMI Construction Group Plc, our greatest achievement is not only the projects we deliver but the culture we have built around our people. Guided by our mission of “Building for a Better Future”, we have embedded a people-first strategy that prioritises wellbeing, inclusion, talent development, and innovation.

Our GMI You Matter wellbeing programme has transformed support for colleagues, while GMI Elevate creates clear pathways for apprentices, graduates, and future leaders. With over £5m invested in digital transformation and initiatives such as AI in building safety, we are shaping a smarter, safer, and more sustainable construction sector.

In the past year, we were ranked the 7th Best Employer in the UK by the Financial Times, won Gold at the International CSR Excellence Awards, and became finalists in multiple CN Workforce Award categories.

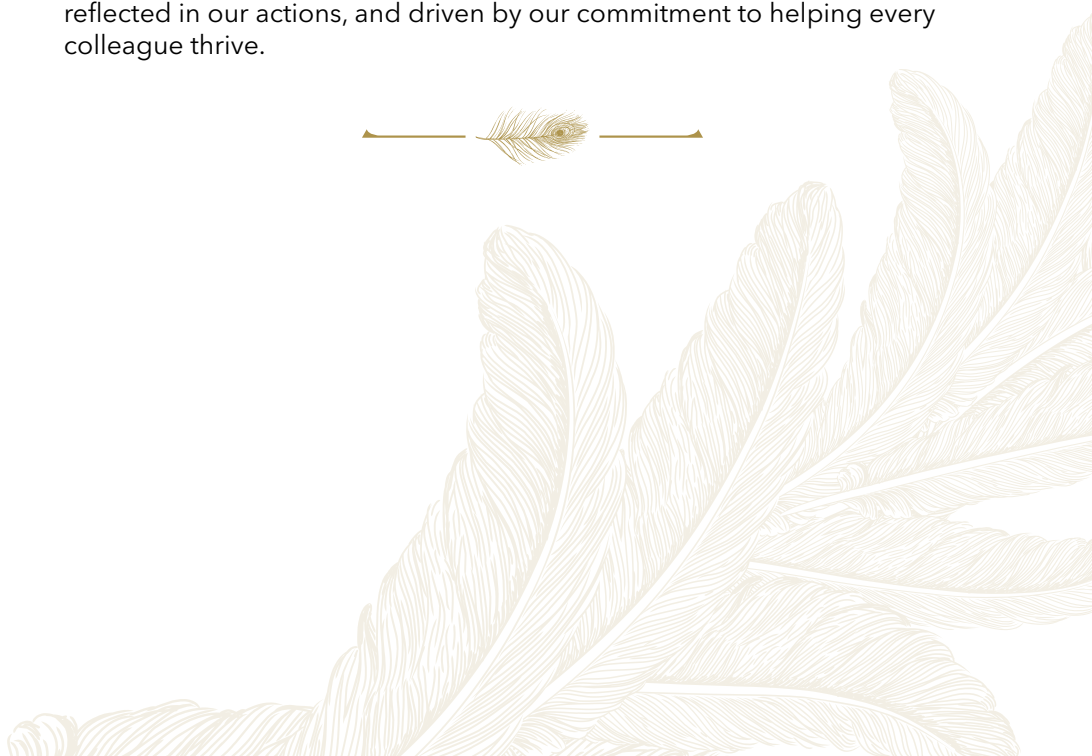
We deserve to win because our strategy is not a collection of initiatives, but a cohesive, long-term plan built on people, purpose, and progress—shaping a workforce that is resilient, inclusive, and future-ready.



GRAHAM deserves to win the IIP Wellbeing Award this year because we put our people at the heart of everything we do. Our RenewYou programme exemplifies this commitment, delivering tailored well-being support remotely across multiple locations, ensuring every colleague can access the help they need, wherever they are. By providing individualised support, RenewYou meets people where they are, recognising that well-being is personal and that one size does not fit all.

Beyond RenewYou, GRAHAM fosters a culture of care through initiatives like well-being boards on sites and offices, Mental Health First Aider training, and comprehensive well-being guides covering emotional, social, physical, and financial health. Tools such as our Well-zone app and access to resources like the GRAHAM/BUPA Be Healthy EAP ensure colleagues have practical, accessible support whenever they need it.

What sets GRAHAM apart is our consistent focus on listening and responding to our people, creating a well-being culture that is proactive, inclusive, and impactful. Winning this award would recognise the tangible difference we make to the lives of our colleagues, showing that well-being at GRAHAM is not a programme – it's part of who we are. It's embedded in our culture, reflected in our actions, and driven by our commitment to helping every colleague thrive.



HAMPTON BY HILTON HIGH WYCOMBE



INSPIRATIONAL LEADERSHIP & IMPACT.

At Hampton by Hilton High Wycombe, leadership isn't just about decisions – it's about people. In one of hospitality's most uncertain chapters, we didn't step back. We stepped up. Guided by Kasia Szczechowicz, Investors in People's Leader of the Year 2024, we chose compassion over cuts, growth over fear, and unity over retreat.

Every voice in our hotel was heard. Every person was seen. Even in the hardest moments, empathy and trust turned challenges into transformation.

We didn't just build a strategy – we built a culture rooted in care, development, and purpose. As a leader, Kasia brings a deeply human approach: passionate about developing young people, she believes that future success lies in guiding, empowering – and learning from – the next generation. In a world that never stops changing, she meets change with listening, learning, and leading side by side.

Our journey was never about awards. It was about people. We proved that real leadership uplifts, empowers, and walks alongside others – every step of the way.



HERMES AIRPORTS LTD



We firmly believe that Natasa truly deserves to win this award as it represents a well-earned recognition of her exceptional leadership, unwavering dedication, and remarkable impact on the significant cultural transformation our organisation has experienced over the years.

The journey of change has been profound, touching every aspect of how we operate, collaborate, and grow together as a team. It is safe to say that none of this would have been possible without Natasa's passion, commitment



and relentless drive. Her ability to inspire trust, empower others, and lead by example has not only shaped our culture but has also strengthened our shared values and sense of purpose. The results speak for themselves – our people have seen and felt the change. The energy, unity and engagement across the organisation are clear reflections of her vision and leadership.

By sharing our story and celebrating Natasa's achievements, we hope to demonstrate the true power and influence that a strong, authentic leader can have within an organisation. Her journey serves as an inspiration to other leaders – to stand up, drive transformation and fight for positive change that leaves a lasting impact.

HERMES AIRPORTS LTD

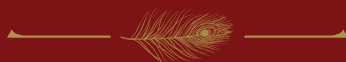


Hermes Airports has undergone a remarkable people-centred transformation over the past 12 years, evolving into an organisation defined by trust, empowerment, and purpose. As the operator of Larnaka and Pafos airports in Cyprus, we are proud to lead from a small island with a global mindset, proving that when people thrive, performance follows.

Achieving Platinum accreditation for We Invest in People since 2019 till today and We Invest in Wellbeing in 2024 reflects not just milestones, but a sustained culture of excellence.

Winning the Overseas Employer of the Year Award would be an extraordinary honour celebrating our people, validating our transformation journey, and showcasing that a people-first philosophy can redefine what success looks like in aviation and beyond.

At Hermes Airports, our greatest achievement will always be our people, the heart of everything we do.





We believe we deserve to win this year because we've made real, measurable progress in building a workplace where people feel genuinely valued, supported, and empowered. At Home-Start UK, our values of trust, respect, and accountability are embedded across the organisation—from leadership to peer support. This year, we've strengthened our culture through initiatives like the Better Workplace forum and Mental Health First Aiders, which go beyond policy and shape daily experiences. We've improved performance tracking and shared accountability, fostering stronger collaboration and deeper engagement. What sets us apart is our authenticity. We're not perfect, but we're honest, reflective, and always striving to do better - for our people, our network, and the families we serve. Winning this award would be a celebration of that journey: of the courage to listen, the willingness to change, and the belief that when we invest in our people, we all thrive.



BSO should win because we have embedded health and wellbeing into our culture and it informs how we work together and how we lead in our organisation. We've backed up our commitment to health and wellbeing with meaningful action by:

- Embedding people-focused principles into our strategic planning
- Investing in our Health & Wellbeing Strategy supported by networks of HWB Champions and Mental Health Advocates
- Hosting wellbeing focus weeks
- Moving beyond traditional appraisals to meaningful development conversations
- Fostering transparency and connection across all levels of the organisation
- Celebrating excellence and dedication among our staff with recognition events
- Investing in Learning and Development, including a new Learning Management System and development programmes accessible to all staff
- Including other initiatives such as Disability Toolkit, access to Lena by Inspire (our EAP), health checks, establishment of BSO Social Committee, introduction of flexible working provisions and Pension Flexibilities.



Winning this award would be a recognition of the collective effort that has gone into making wellbeing part of who we are—not just something we do.



HUSQVARNA UK LTD

We believe we deserve to win this year because we've built a culture where people truly come first—and it shows in everything we do. At Husqvarna UK, our greatest innovation has been in how we support, develop, and empower our people.



We've created an environment where collaboration, empathy, and growth are more than just values—they're lived experiences. New starters consistently tell us how welcomed and supported they feel from day one. Our recruitment focuses not just on skills, but on character—on people who go the extra mile for others and bring positive energy to the team.

Being shortlisted already means so much, but winning would be a powerful recognition of the journey we've taken and the culture we've built together. It would honour the everyday efforts of our team—the quiet leadership, the shared wins, the resilience through change—and inspire us to keep raising the bar.

We don't just invest in people because it's the right thing to do. We do it because it's who we are. And we believe that deserves to be celebrated.



HUTCHINSON CARE HOMES



Hutchinson Care Homes is a family owned business with 35 years in the Care industry. Last year we welcomed the third generation of family leadership into the organisation. This is a very special time for the Company with a new generation however with the same family values underpinning everything we do.

Hutchinson is a well-known and respected name in our community supporting and delivering care in our Care Homes and in peoples' homes.

Care Homes are not always promoted in a positive manner. This is a wonderful opportunity for our teams to receive the recognition they fully deserve. They were clapped for a brief period on the door steps on a Thursday night during COVID but that memory is a distant memory. What our staff do matters every day to the lives of our residents and their families. Our staff go the extra mile every day treating our residents as if they were their own family. We need to ensure this industry continues to thrive and it can only do so by attracting and retaining great staff. This award would go a long way to helping us with this.

'Never believe that a few caring people can't change the world, for indeed that's all whoever have' (M Mead).



Identity Consult: Embedding a People-First Culture

Identity Consult, an award-winning consultancy, recognised that its people were their greatest asset and set out to embed a culture driving engagement, performance and client satisfaction.

Key initiatives included simplifying values from eight to three (Excellence, Integrity, Support), introducing a regional leadership model to empower local teams, enhancing recognition and reward systems and expanding learning and development through seminars, leadership programmes and mentoring.

Results include achieving Gold IIP accreditation with a score of 791/900, 100% trust in leadership, 98% clear communication, 97% feeling trusted to make decisions and 85% repeat business demonstrating client trust. One team member noted, "The leadership development programmes have been invaluable. They've helped me build confidence in my leadership style and mentor others."

Looking ahead, Identity Consult aims to achieve Platinum IIP accreditation within three years by expanding leadership and mentoring programmes, enhancing wellbeing initiatives and tracking success through engagement, retention and client satisfaction.



Being part of the Investors in People community means a great deal to us at IFCO. As first-year participants, we've gained valuable insights and inspiration.

IFCO Germany, our head office, sets the standard for global teams. Over five years, we've doubled in size and undergone major change, yet our people never lost sight of our purpose. They've shown resilience, care and commitment throughout.

Our purpose is making the fresh grocery supply chain sustainable, a mission our people truly believe in. One long-serving colleague shared that when she sees our crates in the supermarket, she proudly calls them "her crates."

We're building a culture of trust through transparency, sharing openly and listening carefully. We're proud to be part of this community and eager to contribute.

The hard work of our people and their belief in what we do, deserve to be celebrated. This recognition would be a way to say thank you to our people.



A few years ago, IFCO US stepped into independence, facing the dual challenge of building a new identity and navigating a global pandemic. As an essential business, we kept operations running to feed communities while prioritizing the safety, well-being, and growth of our people.

Through it all, our people stepped forward with resilience and creativity. They embraced innovation and ownership – from leadership development and career pathways to well-being initiatives and ESG engagement. Small moments became symbols of our culture. As a service center employee said during our IIP discovery: “We bleed green!” – a powerful reflection of pride, purpose, and commitment at every level.

Being shortlisted already honors their resilience and creativity. Winning would celebrate a people-first transformation that proves investing in individuals drives lasting impact – for our business, our communities, and the future we’re building together.



At Intel, our success is built on people. Over more than 40 years, we've grown from a small family business into the UK's leading independent meetings and travel management company - and throughout that journey, we've never lost our family feel.

Our People Team go above and beyond to champion initiatives such as profit-sharing bonuses and ESG-driven KPIs, alongside volunteering days and enhanced career development pathways. They have expanded our wellbeing programmes, introduced new hybrid working policies, and strengthened our volunteering and inclusion frameworks. Their work has reduced employee turnover, increased engagement, and enhanced our reputation as an employer of choice. Their efforts helped us achieve B Corp certification and Gold Investors in People accreditation within a year.

Our People Team are the heartbeat of our success. They've created a culture where everyone feels valued, supported, and inspired to grow - from long-serving colleagues to new starters and future leaders.

Winning this award would celebrate the collaboration, innovation and hard work of a team that lives our values every day - proving that when people thrive, businesses flourish.



Our journey began with a clear goal: to align our culture with the structured framework of Investors in People. Receiving our accreditation with a benchmark score of 827 out of 900, well above the industry average of 741, was a proud and inspiring moment. In that moment we knew our journey wasn't at an end. Rather than marking the end of our efforts, it sparked a new beginning and a new goal! Don't just maintain standards - elevate them.

It confirmed that our people-first approach wasn't just working—it was exceptional. And it motivated us to push even harder. As a team, we've pulled together to build a culture that doesn't just live within the four walls of our office—it reaches beyond, shaping how we lead, support, and connect with each other and our wider community. It's a culture that's visible in everything we do, and one that continues to evolve with purpose and pride.

This award would celebrate that journey, the people who made it possible, and our belief that investing in people builds something truly exceptional. That belief drives every initiative we launch, every conversation we have, and every decision we make to make work better for everyone.



"The culture at Rejuvo is honest, human, and built on trust – powerful and rare," said our assessor, describing interviews that gave her shivers.

From Employer of the Year 2022, 100% tender wins since, and sustainable growth, we deserve to win as our unique culture and business is a thriving SME in a big-company environment.

We've worked tirelessly to refine our culture. Our simplified strapline, Amazing Experience, Amazing People, empowers employees to articulate our culture from the ground up and believe in it, aligning our objectives, driving excellence, innovation, & sustainable success.

Our culture of commitment is thriving and our belief that people are our greatest asset is enabling impressive results - high engagement, strong retention, and a workplace where inspired people deliver amazing experiences to our customers.

Our assessor this year recognised our vision and values are "our golden thread, evident in every conversation, document", with 100% agreement for values-related indicators and results; demonstrating our success.

We deserve to win as we have evidenced our culture is the bedrock of our business. Our culture today is the foundation for our future.



KASBAH (KENT ASSOCIATION FOR SPINA BIFIDA AND HYDROCEPHALUS)



Supporting people with disabilities towards independence

What an absolute privilege it is to be shortlisted for this prestigious award for the third time. It is a credit to the fabulous team we are in KASBAH. Our genuine care and passion shines through time and time again. I believe what makes KASBAH different to other great providers is that we go the extra mile for every person we support as well as every staff member. We always move forward as a team, every staff member's views and input matters and we meet every challenge and success together.



KPMG CYPRUS



At KPMG in Cyprus, we don't just invest in people, we believe in them.

That belief has shaped every part of our people journey. We have built a culture where wellbeing is more than a benefit, it is a strategic pillar of our business. Where leadership is human, recognition is meaningful, and every voice is heard.

Being shortlisted is a tribute to our people. The ones who lead with integrity, support each other through change and bring our values to life every single day. Winning would be an honor. But more than that, it would be a symbol that when you create the conditions for people to thrive, you don't just build a better workplace. You build a better business. You build a better future.

We are proud to be among this community of people-first organizations. And we're even prouder of the team that brought us here.

Because when people thrive, performance follows. And we believe in both.



Ten years ago, LCW began as one person and a dream to build an agency where great work and great culture were inseparable. Today, we're a thriving team of 32, competing with global giants in medical communications and winning, not because we're the biggest, but because we're the most united.

From day one, we vowed not to recreate the demotivating, hierarchical environments we'd seen in larger agencies. Instead, we built LCW on empowerment, recognition, and the belief that every team member shapes our success.

As we scaled, we saw a risk: that our special culture and the sense of 'we're on this journey together' could dilute. We made a conscious choice to protect it, nurture it, and embed it deeper. That's why we pursued Investors in People accreditation.

We worked with an IIP practitioner and used the survey feedback to guide our priorities, and committed to bold changes to make our team feel even more connected and valued.

LCW's success has been built together. The next chapter will be no different. By continuing to invest in our people, nurture our culture, and embrace ambition with authenticity, we plan to sustain our success, and multiply it.



I believe I deserve to win because I have worked hard to turn my journey into a platform for change. From starting as an apprentice to becoming a Customer Journey Manager, I have pushed myself to learn, grow, and inspire others at every step.

Through my work, I have led and spoken at webinars and apprenticeship events where I shared my story to encourage young people to explore apprenticeships. At a recent fresher event, I led an interactive quiz for new apprentices which was not only fun but really helped them connect.

I am leading a project focused on improving the accessibility of apprenticeship recruitment as a Youth ambassador with Youth Employment UK. We are building a toolkit for employers to evaluate how inclusive their recruitment process is, making sure that applying for apprenticeships feels achievable and fair for everyone. I know firsthand how overwhelming these processes can be, and I am determined to make a difference.

Winning this award would recognise my courage, leadership, and passion for helping others. I want young people to see that your background never limits your potential and that with belief and perseverance, you can achieve anything.





At Manston Primary, we believe staff culture is the foundation for pupil success. As a small school, we've worked hard to build a workplace where wellbeing is lived, not laminated—a place where people feel safe, supported and proud of the impact they make.

We joined the IIP journey to celebrate what was working, challenge what wasn't, and show that small teams can lead the way in people development. We've since been named one of the top Gold organisations in the UK, with a top quartile score and national recognition.

Being shortlisted is a validation of the quiet work we do every day to support each other, lift each other up, and give our pupils the very best. Winning would give us a platform to inspire others; share our approaches and ethos; attract talented staff; and continue to grow (and even spread) our culture with care and clarity.

When people thrive, children thrive. That's what drives us.



Markerstudy Group is proud to have held Investors in People Gold since 2013. As part of our commitment to looking after our people, we started to formalise our sustainability strategy in 2021. Since then, our sustainability roadmap has been developed, improved, adapted and enhanced to ensure ESG and sustainability have become further embedded into our culture, bringing impressive results and is synonymous with our success as a business.

The objectives of our sustainability strategy are two-fold - minimise our impact on the environment and reduce our carbon footprint, and maximise our social impact to support the people, locations and communities around us. We aspire to achieve sustainable and profitable growth, grasp opportunities and embrace change – with a view to building a future legacy.

We've grown considerably through acquisition, expanding our number of brands and welcoming new colleagues, particularly over the past two years. 'Putting the fun into insurance' has been our guiding principle since being founded in 2001, and as well as developing creative initiatives, we've adopted new ideas from the companies we've onboarded.



Over the past 18 months, Miller Homes has transformed its approach to early talent development, creating a structured, professional, and engaging apprenticeship programme that empowers young people across all departments and locations to thrive. Our aim has been simple – to build the workforce of the future through meaningful development, connection, and opportunity. The results speak for themselves: increased engagement, clear progression, and a stronger sense of belonging among our apprentices.

Being shortlisted by Investors in People – an organisation we've proudly partnered with since 1998 and achieved Platinum accreditation with for the last six years – is an incredible recognition of the passion and dedication behind this programme. It reflects the hard work of our Learning & Development team and the wider business in creating something truly special.

Winning this award would cement the progress we've made, honour the people who made it possible, and position Miller Homes as an employer of choice for future generations – one that invests wholeheartedly in developing talent, inspiring potential, and shaping careers that build the homes and communities of tomorrow.



MPA RECRUITMENT



At MPA Recruitment, investing in people is at the heart of everything we do. We encourage our team to invest in themselves and each other, unlocking their full potential both professionally and personally. With a strong history of promoting from within, our diverse and talented team shares a common goal: connecting people with rewarding employment that positively impacts their lives and communities.

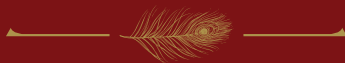
For our clients, both employees and employers, we share the lessons we have learned, helping to spread the IIP message across Northern Ireland and beyond. Engaging with the IIP community has allowed us to reflect on our progress, benchmark against others, and continually improve our culture, processes, and leadership.

Being shortlisted for this award is a proud moment for MPA and every individual in our business. It reinforces that when people are supported, empowered, and celebrated, they drive exceptional outcomes for themselves, the organisation, and the wider community. We are honoured to be part of this event and inspired by our fellow nominees. Their innovation and commitment remind us that our shared investment in people is what makes organisations like ours successful.



NATIONAL MAPPING AND RESOURCE INFORMATION AUTHORITY

We believe we deserve to win this year because NAMRIA continues to prove that meaningful progress begins with valuing people. Beyond our policies and programs, our genuine efforts to listen, support, and engage our workforce and their eagerness to step up and take part are reflected in our performance and quality of service we deliver to the public.



NEIGHBOURS IN POPLAR



Neighbours in Poplar is proud to be shortlisted for The Investors in People 2025

Awards. As a community-rooted organisation, our strength has always been our people. Every member of our team is united by a shared purpose: to create meaningful change and support those who need it most.

Achieving Gold accreditation was a proud milestone, but it's our everyday actions—supporting, empowering, and valuing our team—that truly define us. Over the past year, we've deepened our investment in wellbeing, inclusion, and development, ensuring our people feel equipped, inspired, and recognised.

We believe we deserve to win because our success isn't just measured by outcomes, but by the culture we've built. A culture where people feel valued, communities feel supported, and positive change is made possible through collective effort. Winning would be a celebration of our team's dedication and a powerful reminder of the impact that happens when people come first.



NEW LEADERS FOUNDATION NPC



Through our flagship Data Driven Districts (DDD) programme and in collaboration with South Africa's Department of Basic Education and funding partners, New Leaders Foundation (NLF) has built one of Africa's largest education data initiatives, capturing the information of more than 12 million learners across 24 000 schools, and making near-real time education insights available to more than 35 000 education officials.

But our impact is not only technological. At its core, NLF is about people: from district officials using proactive insights to reduce learner dropout risk, and teachers shaping targeted interventions, to the young NLF professionals who we mentor and develop into confident leaders. Our strategy combines infrastructure with capacity building, ensuring sustainability through government ownership, leadership development, innovation, and financial resilience.

Being part of this year's Investors in People Awards is recognition of the tireless work of our team and partners. It affirms that purpose, people, and impact can come together to create systemic change, and it inspires us to keep building a future where every school learner has the opportunity to thrive.



At NIE Networks, our Apprentice Academy has been in place now for over 50 years achieving significant success and reflecting our commitment to developing the next generation of skilled professionals. Over the past five years, we have retained over 100% of our apprentices, with many progressing to key positions within the organisation. This high retention rate is a testament to the effectiveness of our structured learning pathways and mentorship programmes.

Recently, NIE Networks has significantly broadened the scope of its apprenticeship programmes. Originally focused on core craft roles, our offerings now include apprenticeships for planners, surveyors, digital cartographers, quantity surveyors, and many other disciplines. We've expanded the range of qualification levels available—from Level 2, for individuals with minimal academic credentials, to Levels 5 and 6, providing opportunities for those with A-levels or higher to gain employment and professional training through apprenticeships.

Our apprentices have earned recognition in prestigious industry awards, including the Department for the Economy (DfE) and the Institution of Engineering and Technology (IET) awards. Our apprentices have played a crucial role in driving innovation within the organisation. Positive feedback from industry partners and stakeholders further validates the quality of our programme.

These efforts have enriched our organisational culture and driven creativity, as diverse teams bring a wide range of perspectives and ideas.



NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL



This is our year. After navigating significant change and challenge, we're now stronger and more focused than ever.

We're determined to take the best parts of North West with us into the new council we'll be part of after reorganisation, and are using this period of change as a chance to reflect and take pride in what we are.

Winning this award would be the perfect way to mark the journey we've been on, celebrating our people and the progress we've made, whilst looking to a positive future.



NORTHERN IRELAND COUNCIL FOR THE CURRICULUM, EXAMINATIONS, AND ASSESSMENTS (CCEA)

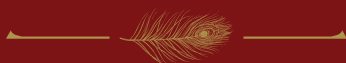


We deserve to win because our Employee Engagement Framework is bold, innovative, and people-driven. It delivers a three-year programme of strategic initiatives, informed directly by employee voice and designed to meet the needs of our workforce today and tomorrow.

Every initiative is aligned, complementary, and coordinated, ensuring maximum impact. The framework drives transformation, embedding engagement across the organisation and creating a culture of continuous improvement.

Our approach is proactive, forward-looking, and firmly rooted in best practice. It embraces new and emerging themes in people development, learning, and engagement, ensuring we remain future-ready.

Above all, our framework is of the people and for the people. It is designed to empower, to motivate, and to deliver meaningful change. Winning would recognise the innovation behind it, the commitment of our teams, and the impact it has had on creating a thriving, engaged workforce.

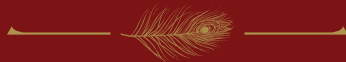


We deserve to win because our L&D Framework is bold, future-focused, and transformative. It delivers a structured, three-year catalogue of development opportunities – from leadership programmes to personal growth workshops – ensuring everyone has access to learning that is meaningful and impactful.

Our approach is people-driven. Programmes are informed by employee feedback, ensuring they meet real needs while remaining aligned with organisational strategy. Each initiative is designed to complement others, creating a coordinated approach that achieves long-term cultural change.

We are proactive and forward-looking, embracing new themes in L&D and ensuring our people are equipped not only for today but for the future.

Winning would recognise our innovation, the commitment of our teams, and the impact our learning culture has had in creating a resilient, motivated, and future-ready workforce.

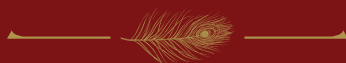


We believe we deserve to win because our Employee Engagement Framework represents a bold, innovative, and carefully crafted approach to investing in people. Built around a three-year catalogue of initiatives, including comprehensive annual L&D Programmes, it ensures opportunities are available across a diverse range of categories. Each initiative has been shaped by employee voice, ensuring our approach is both relevant and meaningful.



Our framework is designed to deliver transformational change, with initiatives deliberately aligned to complement and reinforce one another. This creates a coordinated, strategic approach that goes beyond short-term wins, embedding long-term value and sustainable improvement.

Crucially, our model is forward-looking. It embraces emerging themes in people practice, learning, and engagement, ensuring we are not only addressing the present but proactively preparing for the future. By building engagement that is of the people and for the people, we are cultivating a resilient, motivated, and inspired workforce.



We've transformed our culture through inclusive leadership, staff voice, and a values-led strategy. From launching wellbeing initiatives and flexible working to embedding development and recognition, we've built a workplace where people feel trusted, supported, and proud. Our IIP Silver accreditation and Charity Excellence Quality Mark reflect our progress, but it's our people who make us exceptional. We don't just say we're a brilliant place to work - we live it. Winning would honour their contribution and inspire our continued journey towards Gold... or Platinum.



For 40 years, we've built a culture that puts people first and our long-standing Investors in People accreditation reflects that. We're a great employer, a values-led organisation and we work hard to support our colleagues, customers and communities.

We know that banks aren't always seen in the same light as charities or community organisations - but we believe in our purpose - we know that we make a difference to our customers across the UK, helping them achieve their ambitions and supporting them when they need it, while also making a difference for our people and the communities in which we operate. We are proud of our video entry and hope it brings our words to life and gives an insight into why we believe Paragon Bank deserves to be recognised as the UK's Employer of the Year.

And with this year marking our 40th birthday, the timing couldn't be more special. This recognition feels like a celebration of everything we've built over four decades, and a promise of what's still to come. 2025 feels like the right time for us. We're proud, we're grateful and we're ready to keep making a difference.



Petrobras is an integrated energy company headquartered in Brazil, operating across exploration, production, refining, distribution, and marketing. It is globally distinguished for its technological leadership in deepwater and ultra-deepwater oil operations.

Petrobras is recognised as a benchmark in training and development for its transformative approach to aligning learning with business strategy in one of the world's most complex energy sectors. Our innovative Petrobras Knowledge System has strengthened collaboration between technical experts and business leaders through Technical Knowledge Committees and Academies. Our flagship programmes, including the Salta Field Course, Female Mentoring Programme and HSE Congress, have delivered measurable impact on operational excellence, leadership diversity and safety performance. These initiatives reflect our commitment to the company's values of care for people, integrity, sustainability and innovation. We empower over 42,000 employees with relevant knowledge and development pathways that support our strategic goals and the global energy transition.



PHILIPPINE SECURITIES AND EXCHANGE COMMISSION



We believe we deserve to win because we've proven that a people-first strategy isn't just a good idea—it's a recipe for success. We've tackled tough challenges like talent poaching and adapting to rapid technological change by placing our team at the heart of every decision. We've built the next generation of leaders with our expanded SEC LEAD program and leveraged partnerships with agencies like the CSC to ensure our training is top-tier. By empowering our workforce with cutting-edge tools and a culture of trust, we've transformed our operations and shown that a dedicated, supported team is the ultimate competitive advantage. This award would be a testament to our unwavering belief that when you invest in your people, you're investing in a future of excellence.



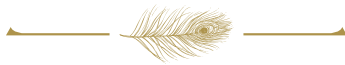
As a national government agency, winning on a global stage demonstrates that public institutions can—and should—be world-class employers. We transformed our culture to better protect our nation's investors, and the results are clear: record-high performance, enhanced public trust, and a team empowered to take decisive action. This award would not just be a win for us; it would be a powerful statement that investing in people is the most effective path to building a high-performing, high-trust organization that truly serves the public.



We believe we deserve to win the Best People Team award to recognise the many challenges and changes experienced over the year which we have overcome. Most have been in a short space of time as we transformed from having a 90% employee turnover in the team to today's fully stabilised high-quality and passionate team of nine professionals. We have built credibility and trust with our customers and implemented an ambitious plan to drive business success for the future.

The team are passionate about all things people: attracting and retaining talent, learning and development, wellbeing, engagement and the desire to support and enable successful business growth and development. We understand we may be the 'wild card' for the IIP awards and a newcomer. However, our hard work, commitment and competitive edge to get to where we are and continue to improve makes us feel that we deserve to win.

The award is more than recognition to us, it is about creating a culture of appreciation and ensuring a sense of belonging – this is where we feel we belong.



PROGRESS HOUSING GROUP LTD



Progress Housing Group is a values-led organisation with a clear purpose to positively impact people and communities by providing high-quality homes, supporting independence and creating opportunities. This mission is embedded in culture, operations and community engagement. The work goes far beyond housing; it's about transforming lives and actively building communities where people thrive.

Progress Futures is an initiative that empowers tenants to overcome barriers and achieve personal goals through employment, education, volunteering and training. This person-centred approach is rooted in listening, co-creation and long-term support, reflecting the Group's commitment to inclusion, social value and lifelong learning.

Impact is further amplified through partnerships, supported internships, apprenticeships and paid work placements, embedding purpose into every layer of the organisation.

The strategy is bold, inclusive and sustainable, connecting Progress Futures, Brighter Futures and Project SEARCH into one purpose that transforms lives and strengthens our culture. At Progress Housing Group, we build confidence, opportunity and lasting change for people and communities.



We believe we deserve to win because we've focused on putting our employees first, learning as we grow, and sharing what we've learned to help and support others on their journey. Project Group is a business founded on humble roots and genuine respect for one another. Our growth has been fast, but we've never lost sight of what matters most – our people. Every change we make, every policy we adapt or implement, is designed to help our teams thrive, and this commitment was recognised in our recent surveillance audit, which praised our progress and positive culture. We don't have large teams or endless resources, but we do have focus, a collaborative culture, and a shared belief in doing the right thing. By bringing together HR, ESG, marketing and communications around a shared people strategy, we've broken down barriers and created space for everyone to be heard. Our senior leadership team also leads by example - our CEO has offered guidance to other SMEs, and we've supported roundtables and panel discussions on pay, wellbeing, and inclusion. As we continue to grow, we're committed not just to improving ourselves, but to supporting others on the same journey.



Our People First approach now delivers measurable, organisation-wide impact: a rewards framework embedded for two years and global leadership programmes (Emerge, Advance & Propel) for QSers. We've expanded pathways with new UK STEM apprenticeships and an India Internship Programme, and strengthened sustainability with a revised QS Environment Policy and our fifth consecutive year of Carbon Neutral certification. We are launching a new pilot programme called 'QS Connections' to build belonging, and a new succession-planning framework and toolkit secures future capability.

On skills and technology, we're rapidly upskilling for AI with a bespoke, secure in-house platform, QS Lumina, plus a new suite of approved tools. From our AI Readiness survey in May, we designed our training and enhanced our governance. We formed an AI Council, formalised tool-review processes and policies, set AI learning goals in mid-year reviews, ran targeted learning sessions, and regularly roll out new tools to meet specific needs. These actions rapidly upskill teams, bolster defenses against shadow AI, and unlock data insights, enabling our people to set world-leading standards and deliver transformation.



At QCS, everything starts with our people. Guided by our values (Team, Respect, Lead, Deliver) we have built a culture where everyone feels supported to grow, connect and make a difference. Over the past year, we have proudly launched initiatives that have brought our values to life: from our new onboarding and training offer, to our evolving career development framework, enhanced learning pathways and ongoing peer recognition and wellbeing programmes.

What makes us proudest is that nothing was just talked about, every initiative was embraced, owned and brought to life by our people. It's been a year of real change, built on trust, kindness and shared purpose.

Being shortlisted for an Investors in People Award is an incredible moment of pride for all of us. Winning would be an honour; not as an endpoint, but as a milestone on our journey to keep learning, growing and sharing what we have built. We'll keep flying the flag for what's possible when people believe in what they do and in each other!



Rainbow Restoration is a nationwide disaster restoration business with a people-first mission. In a sector with no formal development pathway, we set out to create one - launching the first and only City & Guilds Assured training programme in the UK damage restoration industry.

Our immersive, in-house training blends theory with hands-on learning in our purpose-built Rainbow Restoration Academy. Developed in-house by our own technical experts, it was designed to raise industry standards, build technician confidence and deliver greater consistency across our national network.

Initial audits show a 15% uplift in technical scores among trained technicians, with improvements across every category, clear evidence of the programme's depth, rigour and effectiveness.

This programme was built to elevate our industry and the people within it. Winning this award would recognise the real-world impact of that commitment - setting new benchmarks for technical excellence and showing what strong leadership in vocational sectors can achieve.



Our people are at the heart of everything we do. From front-line officers to senior leadership, we have built a culture founded on trust, inclusion and continuous development. Being shortlisted for an Investors in People Award recognises our unwavering commitment to creating a workplace where every individual feels valued, supported and empowered to grow.

Over the past year, we have strengthened our leadership pathways, expanded wellbeing initiatives, and invested heavily in professional training and employee engagement. Our Investors in People framework has driven measurable improvements in staff retention, satisfaction and service quality, all of which directly benefit our clients and communities.

We believe we deserve to win because we have proven that excellence in the Security Industry is not just about systems and standards - it is about the people. Our culture of care, respect and progression continues to raise the bar for what good leadership and employee experience look like within the UK Security Industry.

Winning this award would celebrate the dedication of our team and reaffirm that when you invest in people - they invest in you, creating excellence that lasts!





At Roq, our brilliant people are the heartbeat of our success. We have built a culture where trust, care and collaboration shine through in everything we do. Every voice is heard, every contribution is valued and every individual is empowered to thrive.

We believe that when you put people first, amazing things happen. Our commitment to wellbeing, engagement and personal growth is woven into the fabric of our organisation, creating an environment where our people feel proud, inspired and ready to achieve their best every day.

As a small company making a big impact, being shortlisted for two Investors in People Awards is an incredible honour and a true reflection of the passion, energy and dedication of our team. Winning would be a celebration of them - the people who bring our values to life and make Roq a place where everyone belongs and succeeds together.

We believe we deserve to win because our story is one of genuine care, shared purpose and belief in the power of people. At Roq, we do not just invest in people, we celebrate them.



Routes to Work deserves to win an Investors in People Award because people are at the heart of everything we do – our clients and our team. Every day, we empower individuals to overcome barriers, build confidence, and ultimately achieve meaningful and sustainable employment.

That same commitment runs through our own workplace culture: we invest in our colleagues, value their wellbeing, and provide opportunities for growth so they can thrive and deliver the best possible service to the communities we support.

Developing our Social Value Framework has assisted in improving our service delivery model to all communities we support where there are unemployed, underemployed clients, those not in education or training and those experiencing the significant impacts that can result from poverty.

Winning would not only recognise the dedication of our incredible team but also shine a light on the positive impact Routes to Work and the wider employability sector has in transforming lives, strengthening communities, and challenging poverty.



We are humbled and honored to be shortlisted amongst so many other fantastic companies in the Investors in People 2025 Newcomer Award Category. Winning it would be a powerful recognition of the belief, energy, and teamwork that have driven our transformation at S&B Herba Foods Ltd. In our first year of accreditation, we've embedded our values—Hungry, Can Do, Proactive, We Before I—into every part of our culture. The result has been a 102-point improvement in our score and a renewed sense of pride across our sites in Orpington, Cambridge, and Liverpool. For our team, this journey has been more than a process—it's been a shared commitment to making work better. Being shortlisted has already boosted morale and engagement; winning would be a celebration of their dedication and a signal that we're building something truly special. It would also reinforce our purpose: To feed the nation and be a place where everyone can achieve their potential.



We deserve to win because we've delivered rapid, measurable, and authentic transformation by genuinely putting people first.

In just three years, we progressed from IIP Basic to Silver, reduced turnover from 17% to 15%, cut first-year attrition from 48 to 16, and raised satisfaction from 3.89 to 4.5. These numbers reflect real people who now feel valued and empowered.

Our Employee Voice Forum shapes real decisions—from benefits to Brilliance Awards. Quarterly HAY surveys with rotating "Hot Topics" and audio newsletters show we listen and act. Staff asked for accessibility—we delivered.

We're pioneering in housing: first to pledge Menopause Friendly status with all-staff training, launched reverse mentoring, supported Pride events, and embedded LGBTQ+ inclusion via Houseproud. Our Mental Health First Aiders and neurodiversity groups show genuine inclusion.

We've proven that investing in people drives performance. Our mission to provide safe homes and transform lives succeeds because we transformed our workplace first.

We embody what IIP stands for: people-powered excellence with real-world impact.





SMD deserves to win because our journey is proof of what can be achieved when people are placed at the heart of business strategy. From rebuilding after hardship to proudly achieving Silver accreditation, we have transformed our culture into one defined by shared values, transparency, and care.

We have invested in talent at every level, from apprentices and graduates to middle managers and returning employees, creating pathways for growth and fostering a workplace where individuals can thrive. We've strengthened wellbeing, improved communication, and embedded sustainability into our practices, all while growing our business and reputation as an employer of choice.

Above all, we believe in continuous improvement. Winning this Award would not mark the end of our journey but inspire us to push towards Gold accreditation, ensuring SMD remains a place where people build meaningful, rewarding and sustainable careers.

Finally, we want to say thank you to IIP for supporting our journey thus far. Your guidance has been instrumental in helping us build a culture that every team member is proud to be a part of.



SOHAM LONDON CIC

We believe we deserve to win because our organisation proves the power of putting people first. As a not-for-profit dedicated to health and well-being, we exist to make a positive difference in the lives of individuals and families across our community. Everything we do – from the services we deliver to the way we care for our own staff and volunteers – is rooted in the belief that well-being is the foundation of lasting impact.

Over the past year, our people have gone above and beyond to support those facing real challenges, delivering programmes that improve mental health, build resilience, and create stronger, healthier communities. At the same time, we have invested in our own culture, ensuring our team feel supported, valued, and empowered to thrive.

Being shortlisted already validates our journey, but winning would be an extraordinary recognition of the dedication, compassion, and innovation of our people. It would shine a spotlight on the transformative role that community-based organisations can play in shaping healthier futures and inspire us to continue pushing forward with purpose, passion, and impact.



ST ELIZABETH'S



We believe St Elizabeth's deserves to win this year because our journey has been defined by a genuine commitment to putting people at the heart of everything we do. Over the past few years, we have transformed the way we support, develop, and engage our staff, recognising that their wellbeing and growth are the foundation of the outstanding care, education, and support we provide to people with complex needs.

We have invested in staff development, career pathways and wellbeing initiatives that empower colleagues at every level. We have embedded inclusivity and staff voice into our culture, ensuring everyone feels heard and valued. These changes have not only strengthened morale but also directly enhanced the experience of those we support, as motivated staff deliver better outcomes.

Being shortlisted has already energised our people, reminding them that their dedication matters. Winning would be a powerful recognition of their passion and resilience, celebrating their achievements on a national stage. It would also reinforce our ambition to be an employer of choice and a people-first organisation.

We deserve to win because our people are our greatest strength!



ST MARTIN OF TOURS

St Martin of Tours Housing
Association: From Crisis to Excellence
with Investors in People.



In 2020-21, St Martin of Tours faced one of its toughest periods, recording a £1.2m loss on £5m turnover, regulatory supervision, and 65% staff turnover. With new Board members, leadership, and a clear plan, we rebuilt our finances, services, and culture with a focus on excellence for the people we support, our staff, and partners.

A Transformation Team improved systems, staff experience, and morale, laying the foundation for lasting change. The Investors in People framework became central to this journey, helping us align goals, strengthen leadership, and embed a shared vision. Achieving Silver at our first attempt confirmed our progress.

Today, all our homes are rated Good by the CQC, 94% of residents are satisfied, we've achieved two years of surplus, and staff turnover has fallen to 11%. We've invested over £7m in new and redeveloped services, expanding quality housing. Our Leadership Development Programme builds future leaders and strengthens sustainability.

Silver was just the start, we're now aiming for Gold and, ultimately, Platinum.



STANDGUIDE GROUP LIMITED



"People at the heart – our success follows."

We believe we deserve to win this year because Standguide has transformed into a 100% Employee-Owned Trust, putting people firmly at the heart of our strategy. In our first year of employee ownership, we have embedded a culture where colleagues feel valued, empowered, and connected to a shared purpose.

Through EOT roadshows, staff-led sessions, enhanced training pathways, and the launch of wellbeing and neurodiversity hubs, we've created an environment where every voice is heard, and every contribution matters. Staff feedback shows they feel informed, recognised, and proud of the impact we make.



STEPNELL



Stepnell deserves this award because our comprehensive People Strategy, which underpins our business plan, has driven significant, measurable improvements in colleague satisfaction and engagement. Our commitment to continuous improvement, guided by the IIP journey, has led to impactful initiatives in self-development, leadership training, and culture. We've fostered a "One Stepnell" collaborative environment, where our refined values - developed with all colleagues - and Teamship philosophy are embedded in every project, resulting in a consistent 9/10 for collaboration in customer feedback. Leadership is always open to being challenged; everyone has a voice and can influence change, and we actively encourage this. Our Net Promoter Score surged from 27 to 49, and 96% of colleagues agree Stepnell is a great place to work. We're a people-focused organisation that consistently invests in, values, and empowers its employees. We strive to create a rewarding and fun workplace where every colleague feels engaged, supported, and able to contribute to the business's success. This holistic approach to people, culture, and leadership makes Stepnell a deserving candidate for the IIP 2025 Award.



THE CHARTERED INSTITUTE OF EXPORT & INTERNATIONAL TRADE



CHARTERED
INSTITUTE
OF EXPORT &
INTERNATIONAL
TRADE

This year, our People Services team have embedded a bold, strategic people plan that is directly aligned with our 5 year organisational goals - focusing on growth, transformation, learning and development and office management. From launching a new HR Partnership model, to introducing inclusive policies like workation and enhanced neonatal leave, we have delivered meaningful change. Our investment in leadership development, apprenticeships and a new LMS has created a culture of continuous learning, while our inclusion champions and stress risk assessments show our commitment to wellbeing and belonging.

We believe we deserve to win because we have moved beyond traditional HR - creating a people strategy that drives performance and inclusion.



THE LENNOX PARTNERSHIP



The
Lennox
Partnership
Getting Scotland into work.

The Lennox Partnership deserves to win this award to externally verify how well we have met each indicator of the IIP standard, through a robust assessment process that involved a significant number of our staff and board members. This doesn't happen by chance, as it demands a certain culture within the organisation to achieve a "High Performing" score, and winning an Investors in People award would be an excellent symbol of the way we operate as a business, as told by our employees, and give us the recognition that we all believe we deserve.



We believe we deserve to win this year because our employees are at the heart of everything we do, and their commitment has driven real, positive change across our organisation and our communities. At Triangle, we have worked hard to create a culture where colleagues feel supported, valued, and able to thrive. From investing in wellbeing and professional development to empowering staff to make a difference, we have consistently demonstrated that putting people first is not just a value but a daily practice.

Being shortlisted has already been a powerful recognition, however to win would affirm that our efforts to prioritise our people are delivering impact at the highest standard. It would be a tribute to the passion, resilience, and dedication of our teams, who live our values every day, and it would inspire us to keep building on that foundation.

We don't just want to win for the recognition, it would also give us a platform to share our journey, encourage others in the sector, and demonstrate how investing in people leads to stronger organisations and better outcomes for the tenants, service users and communities.



TROUP BYWATERS + ANDERS LLP



Everything we've achieved at TB+A stems back to one thing - our people. Their responsibility, integrity, and care drive us forward, from developing the next generation of future leaders to creating a more sustainable world through the projects we design, invest in, and deliver.

Winning would mean everything to us - a celebration of every person who's helped shape our story and what makes TB+A unique.

As we enter an exciting new phase of growth, people, communities, and the planet remain our priority. Together, we'll continue delivering sustainable, regenerative engineering solutions designed to improve life, for all.



At Trustland, our people are at the centre of everything we do. We have been Investors in People accredited for more than 24 years, and at the end of 2024, we launched our first People Plan. Guided by our vision and values, the plan has provided a clear framework for how we support and develop our team, from initial recruitment to retirement and everything in-between, covering leadership, training, wellbeing, communication and recognition. What makes our approach stand out is the way it has been shaped with input from employees across the business, ensuring it reflects their experiences and priorities. Being shortlisted is recognition of how far we have come, but we believe we deserve to win because we have shown that a medium-sized business can create a people-focused culture that delivers real results for its employees, its clients and its community.



UK POWER NETWORKS



UK Power Networks' key values are known by all its 6,500 employees; to be an Employer of Choice, a Respected and Trusted Corporate Citizen, and a leader in Enabling the Net Zero Transition for All. These principles underpin the company's culture of responsibility, integrity, inclusion, and innovation which drive every aspect of its environmental, social, and governance commitments.

Already recognised with Platinum Investors in People accreditation—placing it among the top 5% of global employers—this award would further cement our reputation as an Employer of Choice where every individual can thrive.

UK Power Networks' approach is holistic and data-driven, Winning an Investors In People award would affirm that our values are not just aspirations, but recognised commitments that set a benchmark for positive change in our industry and beyond.



UK Power Networks deserves to win the Investors in People 2025 Award in the ESG category because we exemplify our values as an Employer of Choice, a Respected and Trusted Corporate Citizen, and a leader in Enabling the Net Zero Transition for All. These principles underpin our culture of responsibility, integrity, inclusion, and innovation—driving every aspect of our environmental, social, and governance commitments.

Recognised with Platinum Investors in People accreditation—placing us among the top 5% of global employers—we have invested £6 million annually in training, welcomed 100 apprentices (25% of the industry's intake), and developed pioneering programmes like Power Among Us, Donate a Day, and Project Spotlight.

As a Respected and Trusted Corporate Citizen, our ESG approach is holistic and data-driven, supporting biodiversity, protecting vulnerable customers, and championing social mobility. Our sector-leading innovation and engagement are central to our drive to Enable the Net Zero Transition for All, ensuring sustainability is at the core of our operations and accessible across our communities. Previous Investors in People recognition and ongoing partnership reflect our pursuit of continuous improvement. Winning this award would affirm that our values are not just aspirations, but living commitments that set a benchmark for positive change in our industry and beyond.



UKP WORLDWIDE

The team at UKP has been through so much change and transition over the last couple of years and has come out the other side as, not just a great place to work, but has a visible, tangible, positive and collaborative atmosphere. The culture that everyone has helped to create is something that is not easy to find in every business and takes time to build.

I think UKP deserve to win this year so that we can all celebrate the tremendous work, effort and dedication that each and every one of the team has put in to make us what we are. I would like to be able to bring the award back and not just be saying what many of us often do, which is 'well done', but I can say to everyone, look what the professionals in this have said, 'We are an employer of the year'!



UNITED COLLEGES GROUP

United Colleges Group proudly celebrates the power of putting its people first, and we recognise that our ongoing success with this approach is largely fuelled by the energy, creativity and determination of our Interim Head of HR, Nadia El Atrash. We've put her forward for the Investors in People Award 2025 to celebrate her transformative leadership since she joined the organisation in 2021. Nadia deserves to win this year for her tireless effort listening to feedback, implementing thoughtful campaigns and refreshing our culture to truly make a difference to our organisation through our people. She is a shining example of what a motivated, intelligent and people-first leadership looks like in further education.



VISION ARCHITECTURAL GLAZING INSTALLATIONS LTD (VISION ARCH)



At Vision Arch, our people are at the heart of everything we do. As an IIP-accredited organisation, we've built a culture that champions well-being, growth, and belonging. Initiatives like Mental Health First Aid training, Spirit Month, VisionarE Awards, and partnerships with EACH, the Mental Health Foundation, and BookTrust help our teams feel supported, recognised, and connected inside and outside work.

Our culture delivers results: four years with zero accidents, high engagement, and stronger performance and collaboration. Kyle Da Costa, our Young Person of the Year nominee, reflects this impact—rising from Driver to Logistics Manager while mentoring others, improving operations, and leading CSR projects. His story shows the power of developing talent from within.

Looking ahead, we'll strengthen leadership, expand well-being and development frameworks, launch apprenticeships, and grow community initiatives. Winning an IIP Award would honour our people's dedication, ambition, and collaborative spirit—celebrating Vision Arch as a place where people flourish, contribute, and take pride in what we achieve together.



WARRINGTON AND VALE ROYAL COLLEGE



**Warrington
& Vale Royal
College**

We believe we deserve to win because we've built a college that not only empowers its people but uplifts its community. As a recognised pillar of the communities we serve, we've created a culture rooted in trust, purpose, and care—where staff feel proud, supported, and inspired. Our investment in people has delivered real impact: internal promotions, improved wellbeing, and outstanding student outcomes. This award would honour the heart and character of our college and the belief that when you put people first, everything else follows.



WCS CARE



We believe WCS Care should win because our story shows what's possible when you build a workplace on trust, kindness and belief in people.

In a sector often misunderstood, we've created a culture where carers are proud professionals, where values shape behaviour, and where every person, from night staff to leaders, feels they belong.

Our approach is simple: take care of your people and they'll take care of everything else. That belief has brought us record retention, no agency use, high engagement and homes filled with laughter and pride.

We've spent decades proving that great care starts with great people. Winning would celebrate not just WCS Care, but the wider care sector, showing that care work is skilled, vital and deeply human.

Every Day Well Lived isn't just our vision - it's our way of life.



WESTCOTTS CARE



We do not know the calibre of other entries; all Gold-accredited organisations are outstanding. However....

Why us?

We have been with Investors in People for around 28 years, holding Silver for 27 years, and have continually evolved our practices to support and engage our growing team – from 240 to 318 members over five years. Our People function has recently been strengthened with the promotion of our Head of Human Resources to People Director in October 2025, underlining our investment in leadership and people strategy.

Key indicators include: six-monthly appraisals with 92% completion, staff turnover reduced from 18% to 12%, and recognition as a Top 100 UK Apprenticeship Employer for the last three years. Our last IIP assessment was described as "one of the most enjoyable and positive assessments they have done in their long career," reflecting both engagement and culture. We retained our high levels in six indicators, moved up in three, and increased our achievement level in 12 of 29 themes.

These sustained achievements, combined with our culture, investment, and long-term commitment to excellence, demonstrate why Westcotts deserves to win this year.



At Wood Innovations, people are the foundation of our success. Guided by our principle of putting people first to fuel sustainable growth, we have doubled our workforce since 2020, while building a culture defined by wellbeing, learning and inclusion.

Our “Work Well Live Well” initiative lead by colleagues, for colleagues has transformed how we embed health, wellbeing and belonging across each site. We’re proud to be a Living Wage Employer and the Autism NI Impact Award winner for inclusion. With a 96% engagement score and 100% trust in leadership, our people tell us they feel supported, valued and inspired to grow.

Innovation in people systems like BambooHR and our all-staff forum WI Connect ensures transparent communication and continuous improvement.

Because at Wood Innovations, we are building a workplace where people don’t just work - they grow, belong and make a lasting impact together.



2025 has been a landmark year for Xpedite. Our transition to an Employee Ownership Trust marked a major step forward in our journey, placing our people firmly at the heart of our business. Achieving We Invest In People Platinum accreditation and also being shortlisted for an Investors in People Award are both proud moments that reflects our commitment to building a culture where individuals feel empowered, heard and valued. This award is about celebrating our people and the values that drive us.

We strive to create engaging and progressive opportunities that encourage personal growth and development, and this nomination reinforces that we're on the right path. We would like to take this opportunity to thank our employees who have embraced change, contributed ideas, and helped shape the organisation we are today. This is a celebration of them.



At YMCA Cheshire, we are building purpose-driven impact through courage, compassion, and community. We have evolved from a local organization in Crewe to a county-wide charity transforming lives across Cheshire. Guided by a bold five-year strategy, we've expanded our housing to 170 units, launched a Rough Sleeping Prevention Service, grown our staff and volunteer base, and created pathways for residents to become leaders.

Our purpose is simple but powerful: 'to create better lives and better futures for people and communities across Cheshire'. Being shortlisted for this category in The Investors in People Awards is recognition of every person who has contributed to this journey: from staff who lead with heart to service users who turn adversity into achievement. Winning would celebrate not just progress, but people, and the belief that when purpose drives impact, lives are transformed.



At YMCA Heart of England, our people are our purpose. Over the past year, they've helped shape a five-year strategic plan through 12 consultations, defined our organisational values, and turned ambition into action.

Our culture of care and accountability has driven real impact. We've achieved Silver IIP accreditation and Level 1 Charity Trusted Standard, reflecting the integrity and trust our teams build every day. Through their dedication, we've supported 2,747 young people with 97% positive outcomes, provided safe and welcoming homes with 98% occupancy, and ensured 100% of emergency repairs were completed within 24 hours.

But beyond the numbers lies our true success; a culture where everyone's voice matters and where compassion drives performance.

Winning would honour every staff member, volunteer, and resident who helped us grow. It would celebrate a team that leads with heart and proves that when you invest in people, you change lives... starting with your own.



Being shortlisted means so much. It's a moment to reflect on how far I have come. The HR function is now seen as a respected, trusted and approachable team, not the opposition.

Winning would highlight everything we have built together at Yorwaste. By embedding our values into how we recruit, lead, and support people, we created better outcomes. People now feel heard and valued.

Since taking on responsibility for Marketing alongside HR, I have aligned internal and external communications, strengthened our employer brand, and launched initiatives that engage staff across a wide geographical area. This dual role has helped me grow as a leader, influencing culture beyond policies and procedures, and understanding how people and brand are deeply connected.

I am a thoughtful, practical leader who puts people first. Known for my calm, hands-on approach. I love engaging teams through site visits and workshops. A mother, I balance work and family, always bringing the same dedication and focus from my marathon running to my leadership and personal life.

Winning would celebrate my journey of bringing people, purpose, and brand together.



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