

## TAYSIDE CONTRACTS: INVESTORS IN PEOPLE LEADERSHIP SURVEY

The following communication is to inform and give you information regarding Tayside Contracts Investors in People (IIP) Leadership Survey that will run from Monday 23 August to Thursday 9 September 2021.

Please note that our three recognised Trade Unions, GMB, Unison and Unite have been consulted in advance of this survey being issued and are supportive of the survey.

### What is Investors in People?

Successful accreditation with the Investors in People standard is the sign of an employer of choice, something which we are whole heartedly committed to in Tayside Contracts. At the heart of Investors in People is a simple assessment framework that reflects the best practices in high performance working. Created to meet the ever-evolving needs and challenges of today's businesses, the Investors in People Framework gives us a fantastic opportunity to drive our organisation forward. It is the benchmark for any well-run organisation, and signals to customers and employees our commitment to good business and people management excellence.

Tayside Contracts has been an IIP accredited organisation since 2005 and in order to keep our accreditation we are undertaking a reassessment process over a 3-year cycle. This includes carrying out an employee survey.

### Aim/Objectives of the Survey



Within Tayside Contracts it is important that we utilise a wide variety of forums to continually seek feedback from our colleagues.

Tayside Contracts is now coming to the end of the current period of recognition and as part of our on-going commitment to retain Investors in People accreditation, part of this process is giving our colleagues the opportunity to tell us what they think about the way we work.

Many of you may have been involved previously in either individual or group face to face feedback sessions with our Investors in People Assessors, or previously participated in the last survey in early 2020.

## How will I receive and complete the survey?

### **Email Survey Link:**



The email has a link which will take you directly to the survey for you to complete when it is convenient to you.

The survey can be completed on a computer or by using a personal device such as mobile phone or tablet.

Those that have not provided a personal email address will be contacted directly by their line manager and given the opportunity to complete the survey within the workplace on an available computer.

### Translated Surveys

The survey will be available to those employees that require it in the following languages (you select the language when accessing the survey).



**ENGLISH**



**POLISH**

### The Survey

Please be assured that the survey is **CONFIDENTIAL AND ANONYMOUS**.

No attempt will be made to identify individual responses and your opinion is valued.

The survey should take no longer than **15 minutes** to complete. If you experience any difficulties or do not receive the survey link email, please contact your line manager.

The results of the Investors in People Leadership Survey will be shared with employees, Trade Unions, and our Joint Committee once they have been collated and analysed.

Should you require any further assistance please contact Susie Newton, Training and Development Adviser, 01382 834008.