



Rosebery strikes gold with Investors in People

Investors in People (IIP) has awarded Rosebery Gold accreditation in its **People** category. This is an outstanding achievement for Rosebery and we would like to thank everyone who took part in the assessment and contributed to our success.

INVESTORS IN PEOPLE[®]
We invest in people Gold

We invest in people: Gold

IIP accreditation defines Rosebery as a 'high performing organisation', it speaks volumes for who we are, how we work and how we manage and support our people. It recognises the importance we place on managing our people well, managing our performance, living our values, structuring our work and collaborating well as one team.

IIP is the standard for people management; it defines what it takes to lead, support and manage people well. In achieving Gold, Rosebery scored above the IIP average for all sectors and above the average for housing associations. Only **17%** of organisations achieve Gold and, at the crux of it, this means that every single person is involved in supporting each other and is doing their best to make work better.

The full report covers every area of how we achieved our accreditation but IIP have set out here some of the key strengths that influenced our Gold standard in People.

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Your **focus on continuous improvement sets you apart** and you have moved forward in key areas such as communication, collaboration and with every aspect of work, workplace and workforce centred around your values. **Values are threaded into Rosebery's DNA.** During the interviews people described what your values meant to them and in your survey it is clear people adopt your values. You genuinely offer **a great place to work** as evidenced by the people who were interviewed – **100% said they would recommend you** as a great place to come and work and are real ambassadors for Rosebery.

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Highlights from the IIP survey

92% 

said they have agreed their objectives within the last 12 months with their line manager, so they know what they need to do to perform.

89% 

confirmed that their manager has recently discussed and assessed their performance with them and has regular conversations with them.

92% 

confirmed that Rosebery has clear values and they share and live by these same values.

87% 

confirmed that their role enables them to work well with others and collaboration is encouraged.

82% 

said that their manager thinks it is important that they develop skills and they are aware of how Rosebery invests in Learning and Development.

100% 

said during the interviews that they would recommend Rosebery as a great place to come and work.

Investors in People – what to be proud of

- We have clear corporate objectives and we encourage our people to bring these to life.
- Our values are at the heart of what we do and are embedded into our everyday language.
- We have promoted a sense of ownership and responsibility, encouraging people to take a lead.
- The current approach to performance management works.
- People love our STAR awards and said this is a great way for them to feel valued by their peers.
- Work is structured well to enable a collaborative team working ethos, encouraging autonomy.
- We have developed ‘a culture of learning’ at the heart of Rosebery.
- We have got better at a lot of stuff, working as a team, less siloed and better technology.
- People can see that Rosebery’s leaders are focused on creating a sustainable organisation.
- We have a great social conscience and we have adapted to changes and trends in the social housing market.

ROSEBERY

HOUSING ASSOCIATION



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