



Rosebery strikes gold with Investors in Well-being

Investors in People (IIP) has awarded Rosebery Gold accreditation in its **Well-being** 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 well-being: 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 and their well-being. It recognises the importance we place on managing our people well, the extent to which we focus on their health, safety and well-being how we support our colleagues in three areas – physical well-being, social well-being and mental well-being.

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 Well-being.

“

You have a positive attitude to Health and Well-being. Throughout the assessment there was noticeable evidence and broad feedback and insights collected on areas that cover **all three well-being areas**. You absolutely **encourage people** to be healthy, stay safe and well and have set out your commitment and investment in policies supporting and improving the health and well-being of your staff.

”





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 Well-being – what to be proud of

- We have a clear strategy for well-being and it is embedded into our ‘culture of caring’ as an organisation.
- We currently look after our people’s well-being by ensuring there are clearly communicated policies and processes in place to support and engage people with the three pillars of well-being.
- We listened to our people and conducted a number of pulse surveys to inform our thinking around well-being.
- We support staff by offering flexible working arrangements.
- We also sent out a well-being pack with guidance on living healthily and some great basic principles on the front to support people during the pandemic.
- Our equality and diversity strategy is applied throughout Rosebery and ‘Respect and Diversity’ is one of our core values.

ROSEBERY

HOUSING ASSOCIATION



Rosebery Housing Association
3rd Floor, Newplan House
41 East Street
Epsom
Surrey KT17 1BL

Telephone: 01372 814 000
Freephone: 0800 068 7664
Text: 07736 592260
Email: customerexperience@rosebery.org.uk
www.rosebery.org.uk