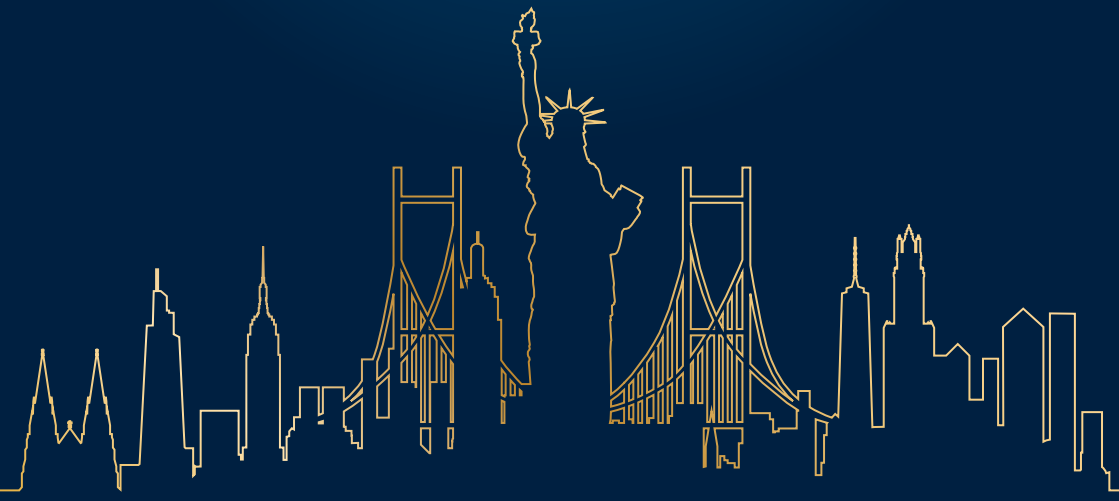
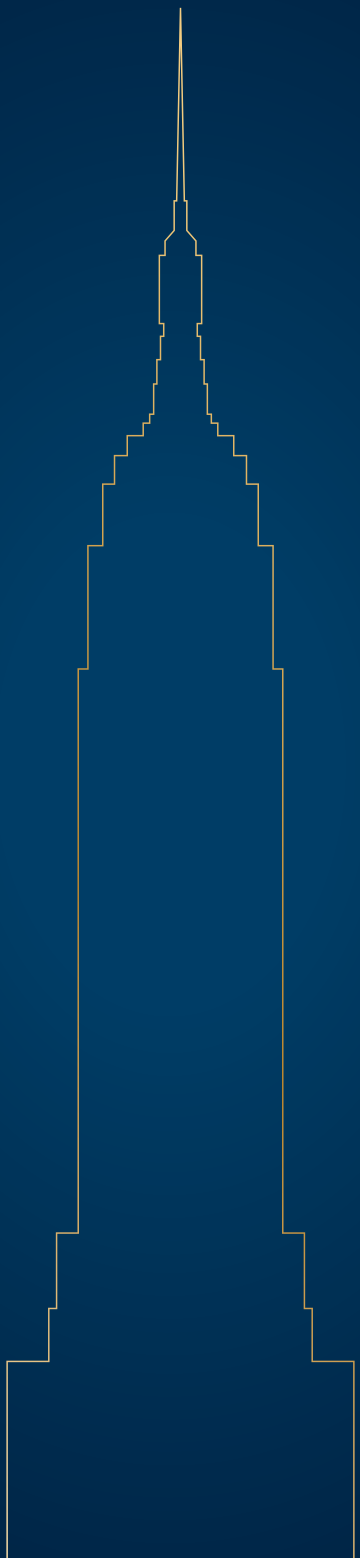
THE INVESTORS® IN PEOPLE AWARDS 2026



BOOK of the NIGHT 2026



#IIPAWARDS26

Good evening, and welcome to The Investors in People Awards 2026!

It's a real pleasure to welcome you to Old Billingsgate as we celebrate this year's outstanding Finalists. It's wonderful to bring together so many organisations from around the world, all united by a shared belief in the power of people and the importance of making work better.

As I begin my journey as CEO of Investors in People, I'm so proud to join an organisation with such a clear and important purpose: helping create workplaces where people feel valued, supported and able to thrive.

Because, at its heart, every organisation is about people. When people are given the opportunity to do their best work, organisations perform better and positive change reaches far beyond the workplace.

Tonight's Finalists demonstrate exactly what that looks like in practice. Across organisations of every size and sector, you are showing what's possible when investing in people shapes leadership, culture and opportunity. Your achievements reflect the choices you make every day to listen, develop talent, support wellbeing and help everyone contribute and succeed.

At Investors in People, we're proud to work alongside you. Together, we can raise standards and demonstrate how great people management benefits individuals, organisations, society and the economy.

Tonight is a chance to celebrate what you've achieved, recognise those who helped you get here and connect with others who share your ambition. I hope you enjoy the evening and feel inspired by the brilliant work across our community.

Congratulations to all our Finalists and thank you for leading the way!

Here's to celebrating success and continuing, together, to **Make Work Better.**



Katherine Chapman
CEO, Investors in People

CATEGORIES

- ORGANISATION AWARDS -

The Award for Best Apprenticeship Programme

The Award for Best Culture (up to 249 employees) / (250+ 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

The Award for Employee Engagement

The Award for Excellence in Building Purpose-Driven Impact (up to 249 employees) / (250+ employees)

The Award for Excellence in Employee Recognition

The Award for Health and Wellbeing (up to 249 employees) / (250+ employees)

The Award for Leadership and Management

The Award for Learning and Development (up to 249 employees) / (250+ employees)

- INDIVIDUAL AWARDS -

The Award for Practitioner of the Year

The Investors in People Employee of the Year

The Award for Leader of the Year

The Award for HR Person of the Year

The Award for Young Person of the Year (up to 99 employees) / (100+ employees)

The Award for Wellbeing Champion 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

The Award for UK Employer of the Year: The 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+

THE INVESTORS® IN PEOPLE AWARDS 2026

STORIES *from* *our* FINALISTS

39 ESSEX CHAMBERS

The Award for UK Employer of the Year: Silver 2-49

We are absolutely thrilled to be named a Finalist for The Award for UK Employer of the Year: Silver 2-49. This recognition is a massive milestone for 39 Essex Chambers, and validates the incredible dedication of our entire team, and proves that our culture is moving in the right direction. It celebrates our consistent efforts to build an inclusive and supportive workplace.

We strive to "Make Work Better" because we believe every individual deserves a clear and equitable future working at 39. We have therefore moved away from traditional, backward-looking box-ticking. Instead, we are developing our approach through forward-looking Individual Progression Plans (IPPs) and funded higher education and certifications. In addition, we are committed to building robust management consistency, ensuring that development, recognition and timely reward never depend on line-manager lottery, but on a shared framework of feedback and meaningful conversations.

This nomination is fuel to keep pushing forward. We want to thank every single employee at 39 Essex Chambers for making our workplace what it is today. No matter the final outcome, we remain deeply committed to raising the bar, championing our people, and continuing our journey to make work better for everyone.



ADVO

The Award for UK Employer of the Year: Gold 2-49

Advo entered the post-pandemic world facing a very different business environment and embarked on a fundamental reinvention as an HR consultancy and payroll bureau while simultaneously undergoing significant growth.

Alison Gill, HR & Payroll Director at Advo, said: "The last few years have certainly kept us on our toes. We've grown, changed and learnt a lot along the way – occasionally the hard way!

Advo has changed enormously – as the world around us has too! Growth and acquisitions have brought fantastic new people and ideas into the business, but they've also taught us that a strong culture doesn't just happen. You have to work at it, listen to your people and keep improving."

"What makes this recognition particularly satisfying is that Investors in People have seen the journey behind the results.

"We certainly haven't had a completely smooth journey," added Colin Boxall. "There have been difficult decisions, challenges and moments when maintaining culture has required considerable effort. But those challenges have also taught us a great deal. We have always recognised that our people are our greatest asset.

"We are immensely proud of what our people achieved together, and being named a Finalist gives us the opportunity to celebrate our journey."





ADVOCACY HIGHLAND

The Award for UK Employer of the Year: Platinum 2-49

Being recognised as a Finalist for UK Employer of the Year is a tremendous honour for Advocacy Highland and reflects our commitment to creating a workplace where people feel valued, supported and empowered to make a difference.

As an independent advocacy charity operating across the Highlands of Scotland, our team is spread over a large geographical area. This makes investing in our people and maintaining a strong, connected culture even more important, because our people are at the heart of everything we do. We know that when colleagues feel trusted, respected and supported, they are better able to support some of the most vulnerable people in our communities.

For us, making work better means creating an inclusive, supportive and meaningful workplace where everyone can thrive, contribute, and feel proud of the impact they make every day. Despite operating in a challenging and uncertain funding environment, we continue to invest in our people, foster a positive culture and provide opportunities for growth and development.

We are delighted to be a Finalist and proud of what our team has achieved together. Congratulations to all fellow Finalists whose commitment to their people and workplaces is helping to make work better across the UK.



ANDERSON STRATHERN

The Award for UK Employer of the Year: Gold 250+

Being named a Finalist for UK Employer of the Year: Gold 250+ is something we are incredibly proud of - it reflects the culture we committed to invest in 28 years ago when Anderson Strathern was first accredited as an Investors in People organisation.

It is wonderful to be recognised in this way. For us, making work better means creating an environment where people can develop, progress and build fulfilling careers, while feeling supported to make a difference to our clients, colleagues and communities.

We invest in our people at every stage of their career, from taking their first steps in the profession to preparing to become the firm's future leaders.

We want people to see what is possible, have meaningful opportunities to learn, have their wellbeing supported, and feel empowered to shape their future with us.

We value the diversity of our people and have long believed that looking after them is the best way to ensure their, and our firm's, success.

But making work better is never finished. We continue to listen, learn and evolve, finding better ways to develop our people, strengthen our culture and create opportunities for everyone to thrive.



ANGLOTECH GROUP

The Award for HR Person of the Year (Billy Bellion)

Being named a Finalist for HR Person of the Year is a huge honour and something I'm incredibly proud of.

For me, great HR is about making work better for people while making a genuine difference to the business. It's about being approachable, practical and commercially minded, while creating an environment where people feel supported, valued and able to do their best work.

Since joining Anglotech Group, I've had the opportunity to build and develop the people function through a period of significant growth and change. From strengthening processes and supporting managers, to improving onboarding, introducing new initiatives, and helping bring teams together through acquisitions, it's been an incredibly rewarding challenge.

What makes being a Finalist particularly special is knowing that the work happening behind the scenes is making a real difference.

I'm proud of what we've achieved so far, grateful to everyone who has supported me, and excited about what we can achieve next.

For me, that's what making work better is all about!



ASPIRE DEFENCE

The Award for UK Employer of the Year: Gold 2-49

At ADL, being named a Finalist feels like a genuine acknowledgement of the effort we put into making our workplace better for everyone. Similar to our business strategy of "Making Soldiers' Lives Better", Making Work Better is something we try to live day-to-day in how we work, how we lead and how we support each other.

Standing alongside other Finalists who share the belief that work should be fair, supportive and built on trust is something we're proud of. For ADL, this recognition reflects the progress we've made in strengthening our culture, improving transparency and creating an environment where people feel valued and able to thrive.

We strive to Make Work Better because we see the difference it makes. When people feel respected and supported, teams are stronger, decisions are clearer and the whole organisation benefits. It helps people bring their best selves to work and gives them confidence when navigating challenges or difficult moments.

Being a Finalist reinforces our commitment to this mission and we're proud of the collective effort that has brought us here, and we remain committed to making ADL a place where people can do their best work.







BLUE ARROW (RSS GLOBAL)

The Award for Diversity and Inclusion
The Award for UK Employer of the Year: Platinum 250+

Blue Arrow
Creating a better world of work, together

We believe that when people know they matter, they do work that matters. That belief sits at the heart of our vision: Access to Meaningful Work, For Everyone.

By connecting people to purpose, one job at a time, we're helping people find work that provides purpose and belonging, while supporting our clients to create more diverse and inclusive workplaces where everyone has the opportunity to thrive.

It's also why we strive to Make Work Better for our own people. We're incredibly proud to be an Investors in People Award Finalist, reflecting our commitment to creating a workplace where people feel valued and empowered to make a difference.

As the world of work changes, we want to be at the forefront of that change. By investing in technology, we are enhancing our capabilities, freeing our consultants to spend more time doing what they do best: listening, understanding, advising and building meaningful relationships with clients and candidates.

Because our people will always be our point of difference. People led, tech powered, united by purpose and using technology to strengthen, not replace, the human connections that make what we do matter.



BOWER GROVE SCHOOL

The Award for UK Employer of the Year: Platinum 50-249

We are delighted to have been shortlisted for the UK Employer of the Year: Platinum (50-249) award. To be recognised on a national stage is both humbling and mind-blowing. It is an honour that reflects the dedication, passion and commitment of every member of our school community.

This nomination belongs to everyone: our exceptional staff, supportive Governors, talented leaders, and the many individuals who work tirelessly each day to make a difference. Together, we have created a culture where people are encouraged to grow, embrace opportunities and achieve success at every level.



It is a privilege to work alongside talented and inspirational colleagues who continually create life-changing opportunities for our young people. Their unwavering commitment transforms expectations, raises aspirations and positively impacts life chances, ensuring every child is supported to reach their full potential.

At the heart of our success is a shared belief that excellence comes from seeking out opportunity and then focusing on achieving meaningful success, whether for our pupils, our staff or our wider community.

We are incredibly proud to be recognised and extend our sincere thanks to Investors in People. This recognition celebrates the collective achievements of an extraordinary school community.

BROWNLOW UTILITIES

The Award for Excellence in Building Purpose-Driven Impact
(up to 249 employees)

Being named an Investors in People Finalist is a proud achievement for everyone at Brownlow's. It recognises the commitment, care and passion our people bring to work every day.

At Brownlow's, we believe that when people feel valued, supported and empowered, they can do their best work. Creating a positive workplace culture isn't a one-off initiative; it's part of who we are. From developing our people and investing in wellbeing, to encouraging collaboration and celebrating success, we strive to create an environment where everyone can thrive.

Making Work Better means listening to our colleagues, acting on feedback and continually looking for ways to improve the employee experience. We know that when our people succeed, our business succeeds too.

Being an Investors in People Finalist is a testament to the dedication of our team and reinforces our commitment to building a workplace where people genuinely enjoy coming to work and feel proud of what they achieve together.

NEXT STEPS (PART OF CAPELLA CHARITY)

The Award for Excellence in Building Purpose-Driven Impact
(up to 249 employees)

We're delighted that our Next Steps project has been shortlisted. Our team has put so much care and commitment into building a programme that sees each trainee as a person with their own hopes, strengths and ideas about the future.

Finishing education can be a difficult transition for young people with learning disabilities. Next Steps offers time, support and opportunities to explore what comes next: volunteering, work experience, learning new skills or becoming more confident in their community.

Our proudest moments are often the small ones: someone trying something they once thought was out of reach, making a new connection or discovering they have something valuable to offer. Our colleagues listen, celebrate progress and keep finding ways to open doors.

For us, Making Work Better means giving colleagues the care, trust and encouragement to do this well. It means valuing their ideas and recognising the difference they make, so they can help trainees build futures that matter to them.

Being a Finalist recognises the commitment of our trainees, colleagues, families and community partners. We're proud of what they have built together and excited about what comes next.





CARING FOR COMMUNITIES AND PEOPLE

The Award for Best People Team

At CCP, we believe that when our people are supported to thrive, they are better able to support the people and communities who rely on our services. Being shortlisted as a Finalist for the Best People Team Award is a proud recognition of our commitment to creating a workplace where people feel valued, developed and cared for.

The challenges facing health and social care are significant, but so is the opportunity to think differently. We have focused on creating a People Team that is committed to expanding workforce capacity, developing talent and protecting the wellbeing of those who deliver vital services every day.

From student placements and volunteering pathways to flexible employment opportunities, leadership development and wellbeing support, our approach is built around a simple belief: people who feel supported, empowered and connected are better equipped to make a meaningful difference to others.

Being a Finalist is not just an opportunity to celebrate what we have achieved. It reinforces why we do what we do. Making Work Better starts with our people. By supporting them to thrive, we enable them to change lives every day and build better tomorrows.

CARMEL GROUP

The Award for UK Employer of the Year: Gold 50-249

Being named an Investors in People Employer of the Year Finalist is a proud moment for Carmel because it recognises that our people are the difference.

We take enormous pride in the number of colleagues who have chosen to spend much of their working lives at Carmel. Many have contributed decades of knowledge, expertise and dedication, helping to shape the company we are today. Their loyalty is something we never take for granted and reflects the supportive, inclusive and people-focused culture we have built together.

We are equally proud of the opportunities we provide for future generations. Our apprenticeship programme currently supports 12 apprentices, including two female apprentices helping to build a more diverse future for our industry. Many of our senior people started through this route. Jack Stevens is one example, having joined Carmel as an apprentice and progressed to become an Account Manager responsible for one of our blue-chip clients.

For us, Make Work Better means creating an environment where people feel valued, supported and empowered to reach their potential. This recognition belongs to every person at Carmel, whose commitment, pride and dedication continue to shape our business, support our customers and strengthen the communities in which we work.





CARRINGTON WEST

The Award for Best People Team
The Award for Leadership and Management
The Award for Learning and Development (up to 249 employees)

We are a specialist recruiter for the built environment, supporting clients across the UK. People are our business, so how we treat our own people matters.

We put people first because it works. When we invest in our people's development, wellbeing and progression, they deliver better service to our clients and candidates. That performance funds further investment in our team. Many of our people join us with no recruitment experience, and seeing them build long-term careers here is the result we value most.

Investors in People has been a valued partner. Over many years, the framework and the IIP team have challenged us, given us a clear structure to measure ourselves against, and helped us keep improving as we've grown.

For us, making work better means building a workplace where people want to stay and grow, and doing our part to help the built environment find the talent it needs.

Our aim is to be better in every way, every day, and we're grateful to our team and to Investors in People for their part in that.









CHILD ACTION NORTHWEST

The Award for Excellence in Building Purpose-Driven Impact (250+ employees)
The Award for Leadership and Management
The Award for Learning and Development (250+ employees)

Being shortlisted for three Investors in People Awards 2026 is an incredible honour for Child Action Northwest and a reflection of the commitment, passion and dedication of our people.

As a charity supporting children, young people and families, our purpose is at the heart of everything we do. We believe that creating meaningful impact for the communities we serve starts with investing in our colleagues, developing great leaders and fostering a culture where people can learn, grow and thrive.

Being recognised in the categories of Leadership and Management, Excellence in Building Purpose-Driven Impact, and Learning and Development reflects the progress we have made in strengthening our organisation while remaining true to our values. Over the past year, we have continued to invest in leadership capability, employee development and wellbeing, ensuring our people feel empowered to deliver the highest quality support to those who need it most.

Following our recent Investors in People Silver accreditation, this recognition is a proud milestone and a testament to the collective efforts of our colleagues, volunteers, trustees and partners. We are delighted to be recognised alongside so many inspiring organisations and remain committed to making work better, because when our people thrive, the children, young people and families we support benefit too.

CHOSEN CARE GROUP

The Investors in People Employee of the Year (Gracy Metilda)
The Award for Exceptional Long-Term Contribution (Sheela Antony)

Chosen Care Group – Making Work Better

We are incredibly proud that Gracy Metilda has been named a Finalist for Employee of the Year at The Investors in People Awards 2026.

For us, this recognition is about more than celebrating one outstanding individual. It reflects the culture we strive to create at Chosen Care Group – one where people feel valued, supported and empowered to make a genuine difference.

Gracy embodies these values every day. Her compassion, leadership and commitment to colleagues and the people we support demonstrate what it means to put people at the heart of everything we do. She leads with kindness, listens, supports others to grow and never loses sight of the impact our work has on people's lives.

At Chosen Care Group, we believe that making work better means creating an environment where people can develop, contribute ideas, feel recognised and build meaningful careers. When our people thrive, the quality of support we provide also thrives.

Being shortlisted by Investors in People is therefore a very special achievement for Gracy and for our whole team. We are immensely proud of her and delighted to celebrate this moment together.

CIRENCESTER FRIENDLY

CIRENCESTER FRIENDLY

The Award for UK Employer of the Year: Gold 50-249

We simply cannot put into words what it means to be a Finalist in such a sought-after category. We're so incredibly proud that our achievements over the last few years have accumulated into us being recognised alongside other worthy Finalists.



As a small organisation, we believe in making a big impact for our employees, both current and future. We have strived to create a motivational and impactful environment where individuals have clear succession goals and feel supported in their career objectives. We're also firm believers in recognition which is why our HEART value awards promote rewards, based on peer and leader nominations.

No matter the outcome of the awards, we'll continue to do what we do best and strive to make Cirencester Friendly one of the best places to work. After all, it's not about gaining outside recognition; it's about making our employees feel respected, safe and appreciated.



CITIPOST MAIL

The Award for Best Culture (up to 249 employees)
The Award for Employee Engagement
The Award for Exceptional Long-Term Contribution (Robert Bradford)
The Award for HR Person of the Year (Hannah Elkin)
The Award for Leader of the Year (Lesley Yeomans)
The Award for Leadership and Management
The Award for Learning and Development (up to 249 employees)
The Award for UK Employer of the Year: Platinum 50-249

Being an Investors in People Awards Finalist means a huge amount to everyone at Citipost Mail. It is recognition of the culture our people have built together, one founded on care, collaboration and trust.

Earlier this year, we achieved Investors in People Platinum, the highest level of accreditation. Becoming a Finalist is a powerful reminder that this achievement is not simply about policies, processes or an award. It is about how people feel when they come to work, whether they feel listened to, respected, supported and able to grow.

We strive to Make Work Better because work is a significant part of people's lives. We want every colleague to feel proud of their contribution, confident to share ideas, supported through life's challenges and given genuine opportunities to develop their career. We believe that when people thrive, they deliver better experiences for clients, build stronger relationships with one another and help create a more resilient, responsible business.

As a UK direct mail and print specialist, we are proud to show that a traditional industry can lead with modern, people-first thinking. This Finalist recognition belongs to every colleague who brings our values to life every day.







CYPRUS UNIVERSITY OF TECHNOLOGY (CUT)

The Award for Overseas Employer of the Year

Being shortlisted for the IIP Awards 2026 is a proud moment for Cyprus University of Technology (CUT) and, above all, recognition of our people and their contribution to our future.

For us, Investors in People Gold was never the destination but the starting point for rethinking how we lead, communicate, recognise talent and help everyone make a difference.

Our journey has been about turning ambition into action: redesigning structures, embedding competencies into performance, strengthening leadership communication, wellbeing and recognition.

Through open conversations with HR and greater transparency in decision-making, we ensure our people feel heard, valued and connected to our shared purpose.

As a public university operating within significant structural constraints, we believe making work better is not about unlimited resources. It is about the courage to challenge established ways of working, the commitment to listen, and the determination to keep improving.

Being shortlisted inspires us to go further. We remain focused on building a bold, people-centric and innovative University where our people can thrive, our services improve, and everyone understands their contribution to CUT's future.

Because when we make work better for our people, we make our University better for everyone.





DR RASIB & PARTNERS

The Award for Best Newcomer

Being recognised as a Finalist means an enormous amount to our small team.

For us, making work better has never been about policies, initiatives or awards in isolation. It is about creating a workplace where people feel valued, supported and trusted; where everyone, regardless of role, knows that their contribution matters.

As a small GP practice, we work in an environment where the pressures can be considerable and the pace relentless. We have learned that looking after our patients starts with looking after the people who care for them. That means listening, investing in development, celebrating one another's strengths and creating a culture where kindness and high standards sit comfortably alongside each other.

Achieving Investors in People Gold earlier this year was an incredibly proud moment, because it reflected the culture our team has built together. To now be shortlisted for The Award for Best Newcomer makes that journey even more special.

We are immensely proud of what we have achieved, but prouder still of the people behind it.

For us, making work better means making sure our people never feel like they are simply coming to work – they feel part of something that matters.



ELECTRICITY NORTH WEST

The Award for Best Apprenticeship Programme

Being shortlisted for the Best Apprenticeship Programme award is a proud moment for everyone at SP Electricity North West and reflects our commitment to developing the next generation of talent from within our local communities.

Our apprenticeship programme is about much more than learning a trade or gaining qualifications; it's about giving people the confidence, support and real-world experience they need to thrive. Our industry is changing and the demands for electricity are becoming even more important and our apprentices play a vital role in meeting these demands and helping us to continue to deliver a safe, reliable and resilient electricity network for years to come.

The skills they learn will shape the future of our industry and our programme ensures they feel valued, supported and empowered to succeed on their journey. From day one, our apprentices are encouraged to learn, contribute and embrace as many opportunities as they can alongside our experienced colleagues who are passionate about sharing their knowledge and skills with the next generation of talent.

engro polymer & chemicals

ENGRO POLYMER & CHEMICALS (EPCL)

The Award for Learning and Development (250+ employees)

Being shortlisted for The Award for Learning and Development is a proud moment for us and for our people.

At EPCL, learning is closely connected to the work we do every day. It helps our people work safely, strengthen their technical and leadership capabilities, solve problems and continuously improve performance. Whether someone is beginning their career, developing expertise or preparing for a leadership role, we aim to provide practical learning opportunities that support their growth and enable them to make a meaningful contribution.

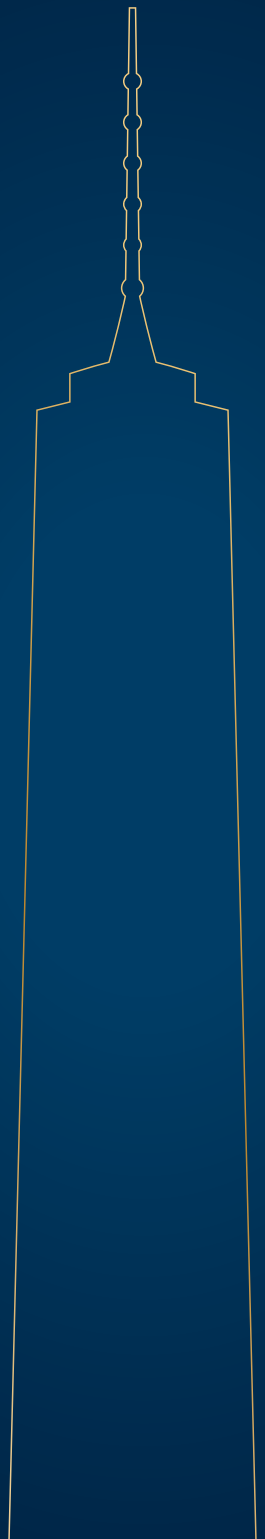
Making Work Better means creating an environment where people feel valued, supported and empowered to perform at their best. It means listening to our employees, responding to changing business needs and building the capabilities required for the future.

This recognition belongs to our employees, leaders, trainers and subject-matter experts who share their knowledge and make learning part of our everyday culture.

We are honoured to be shortlisted. It encourages us to continue investing in our people and creating opportunities for everyone to learn, grow and succeed together.









FARRIERS REGISTRATION COUNCIL

The Award for Exceptional Long-Term Contribution (Vicky Jones)
The Award for UK Employer of the Year: Gold 2-49

The Award for Exceptional Long-Term Contribution (Vicky Jones)

During her 23 years with the company, Vicky Jones has worked in a number of roles, building an impressive portfolio of the history and working practices of the organisation. Her current role as Executive Assistant is the ideal vehicle for her talents and capitalises on her considerable experience, and her aptitude for taking forward detailed projects of strategic significance.

She provides the essential 'gearing' between the Council setting policy and that policy being put into effect, and subsequently modified or updated over time. This function is critical to the success of the Council and requires Vicky to be comfortable with matters of complexity, depth and scale, while remaining alert for external drivers which may necessitate changes.

Her excellent communication skills and professionalism ensure that the options for Council are presented in an easily assimilated manner making their decision-making easier.

Vicky is confident when engaging at all levels, including with central government on high-level matters of regulatory policy and as a highly effective team player who will readily share her experience and expertise with staff colleagues, all of whom have the utmost respect for her as a person and for her knowledge and ability to see the bigger picture.

The Award for UK Employer of the Year: Gold 2-49

We are a statutory regulator with a very small staff (6 full-time, 2 part-time); the work we are required to carry out via the Farriers (Registration Act) 1975 is very similar to that performed by other large regulators. Our team is small in number, but their contributions, loyalty and innovative ways of working ensure that the FRC punches well above its weight in the regulatory field.

Successful achievement of IIP Silver in 2022 caused us to challenge ourselves about where we should go next. We agreed that this was an ideal time to review our appraisal system, which was sorely in need of modernisation. We had a Code of Behaviours but needed to integrate this into a system that encouraged staff to behave to that standard, giving them the courage to call out bad behaviour while taking responsibility for their own self-development. This involved a new management style, with the goals of achieving greater staff involvement, improving retention, and increasing performance and morale for the benefit of both the FRC and individuals.

These changes to our appraisal system have increased the motivation, support and innovation of our staff which led to our achievement of IIP Gold in 2025.



FISHERS PHARMACY

The Award for UK Employer of the Year: The Standard 2-49

I have run my pharmacy for over 60 years and being a member of the Investors in People family for well over 20 of those has been extremely helpful. In a small organisation every individual makes a profound impact, and we have always operated with the core belief that our people are our greatest asset.

Being part of Investors in People has provided a clear framework to nurture talent, foster continuous learning, and empower countless employees to unlock their potential, flourish, and achieve their professional goals. To be able to do this has been a privilege and enormously rewarding. Our commitment to development directly fuels our shared purpose of delivering the highest standard of care and service to our patients and customers.

Over the years, embedding these values has cultivated an exceptional team spirit built on trust, mutual support, and a collective pride in what we do. It has enabled us to maintain an exemplary commitment to our local community, proving that even a small team, when properly supported and aligned, can make an extraordinary difference. For me, investing in people has never just been a standard to meet—it has been at the heart of our longevity and success.

FIVE RIVERS

The Award for Best Culture (250+ employees)

The Award for UK Employer of the Year: Platinum 250+

Being named a Finalist for both the Culture Award and Employer of the Year is a proud moment for Five Rivers because it recognises what matters most to us: our people and the difference they make every day.

These nominations are not about a single initiative or programme. They reflect a culture built over time through shared values, mutual trust and a commitment to a purpose that unites us: turning children's lives around.

At Five Rivers, we know that great outcomes for children start with creating a workplace where people feel valued, supported and able to thrive. We listen to our colleagues, invest in development, create opportunities to grow and recognise the contribution every person makes. We want people to feel connected to the impact of their work and proud of the role they play in turning children's lives around.

As a social enterprise, our people and our purpose are inseparable. When colleagues feel supported and empowered, children benefit too. Creating a great place to work is not separate from delivering better outcomes for children; the two go hand in hand.

Being recognised as a Finalist is a real honour, but what makes us proudest is the culture we have built together and the difference it enables us to make every day.





GIBB GROUP MEDICAL & RESCUE

The Award for UK Employer of the Year: Silver 2-49

Making Work Better, Wherever Work Takes People

At Gibb Group Medical & Rescue, our people work in some of the most challenging environments imaginable. From offshore wind farms and remote industrial sites to high-risk operational settings where safety, wellbeing and rapid decision-making matter every day.

Being recognised as a Finalist for UK Employer of the Year is a proud moment for our team. More importantly, it reflects the culture we have worked hard to build: one founded on trust, empowerment, development and a shared commitment to excellence.

For us, "Making Work Better" means creating an environment where people feel valued, supported and equipped to fulfil their potential. We invest in our people because they are the reason we succeed. Their professionalism, compassion and commitment help protect lives, support communities and deliver confidence to our clients every day.

As a growing business, we believe great workplaces do not happen by accident. They are created through listening, learning and continually striving to improve.

This recognition belongs to every member of our team. We are honoured to be shortlisted and proud to stand alongside organisations that share our belief that investing in people is one of the most important investments a business can make.



GLL

The Award for Leadership and Management

Being named a Finalist for this award is a proud achievement for GLL and an important recognition of our commitment to developing exceptional leaders who inspire, support and empower their teams. As a not-for-profit workers' co-operative employing 13,000 colleagues across more than 400 leisure centres, libraries and community facilities throughout the UK, Wales and Northern Ireland, we understand that strong leadership is vital to creating lasting social impact and delivering outstanding services.

In recent years, we have invested significantly in leadership and management development through apprenticeships, talent programmes, succession planning and targeted learning opportunities. These initiatives have strengthened capability, increased internal progression and created pathways for colleagues from diverse backgrounds to develop their skills and achieve their potential.

Reaching the Finalist stage is particularly meaningful because it reflects our value of More Than a Job. We believe work should provide purpose, opportunity and personal growth. We actively support colleagues to broaden their experience, build confidence and pursue ambitions beyond their current role.

We strive to Make Work Better because when people feel valued, respected and supported, they perform at their best. By fostering a culture of learning, inclusion and continuous improvement, we enable colleagues to thrive, deliver exceptional customer experiences.



GLOBAL CAPTIVE MANAGEMENT (GCM)

The Award for Overseas Employer of the Year

Being named a Finalist for Overseas Employer of the Year is a tremendous honour and recognition of the people who make GCM what it is.

For over 40 years, GCM has grown from a Cayman-based captive insurance manager into a business with international ambitions, while one thing has remained constant: our belief that our people are our greatest strength. We have built a culture of trust, teamwork, accountability, compassion and commitment to helping people grow and succeed.

Making work better means enabling people to build meaningful careers, share in the success they create, contribute to their community and take pride in their work. From career development and employee ownership to volunteering across the Cayman Islands, we believe investing in people delivers better outcomes for employees, clients and communities.

Achieving Investors in People Gold accreditation and becoming an award Finalist are milestones we are immensely proud of, but it is not the destination. They inspire us to keep listening, improving and building a workplace where people love what they do and who they do it with.





GRAHAM

The Award for Health and Wellbeing (250+ employees)

Being recognised as a Finalist is a proud moment for GRAHAM and, more importantly, a reflection of the people who make our organisation what it is.

For us, Making Work Better means creating an environment where people don't simply come to work, but feel supported, valued and empowered to thrive.

We believe wellbeing is not an initiative or an added benefit. It is fundamental to how we work and perform. That is why we are committed to supporting the whole person, through physical, emotional, financial, social and workplace wellbeing, and creating a culture where everyone knows they belong.

Our approach is shaped by the voices and lived experiences of our people. We listen, learn and use insight to continually evolve what we do, while equipping our leaders to turn that commitment into meaningful everyday action.

Ultimately, we strive to Make Work Better because when our people are healthy, connected and resilient, they can be at their best. For us, that is about more than workplace wellbeing. It is about creating lasting impact for our people, our organisation and the communities around us.





THE GROWTH COMPANY

The Award for Diversity and Inclusion

Being shortlisted for The Investors in People, Diversity & Inclusion Award is a proud moment for the Growth Company and valuable recognition of our commitment to creating a workplace where everyone feels valued, respected and able to thrive.

As an organisation dedicated to delivering inclusive, sustainable growth, we know that a diverse and inclusive workplace helps us better support the individuals, businesses and communities we serve. This recognition reflects the collective efforts of our colleagues, leaders and employee networks to build a culture where different perspectives are welcomed, barriers are challenged and people are empowered to be their authentic selves.

Whilst we're proud of the progress we have made, we understand that creating an inclusive workplace is an ongoing commitment and remain dedicated to listening, learning and taking meaningful action to ensure equity and opportunity for all.

This shortlisting is also a tribute to our colleagues whose passion, openness and commitment to supporting one another brings our values to life every day.

We're honoured to be recognised alongside other organisations committed to creating more inclusive workplaces and driving positive change.

HAMPTON BY HILTON HIGH WYCOMBE

The Award for Small Employer of the Year

Being a Finalist for the Investors in People Award is a proud moment for all of us at Hampton by Hilton High Wycombe. But it's not just another accolade. For us, it's recognition of the kind of workplace we've worked hard to build – one where people matter and where everyone has the chance to make their mark.

When we talk about Make Work Better, we mean creating an environment where people feel listened to, valued, and supported. Somewhere you can be yourself, whatever your background or circumstances, while having the confidence to learn, take on new challenges and see where your career can take you.

Over the last few years, we've invested in development, flexible working, wellbeing, and recognition, but perhaps most importantly, we've given people trust. We've seen team members who started in entry-level roles step into management and leadership positions. And seeing that growth is probably one of the things we're most proud of.

So, what does being a Finalist mean to us? It means that we truly believe in people before they believe in themselves. Supporting individual growth and development is at the heart of everything we do.

By creating opportunities, nurturing confidence, and encouraging potential, we can help every person thrive and achieve more than they ever thought possible.



HARKALM

The Award for Best Culture (up to 249 employees)
The Award for UK Employer of the Year: Gold 2-49

At Harkalm, we believe great environments change lives. That belief shapes the places we create and the business we're building together. For over 20 years, we've acquired and developed property across the UK, bringing vacant buildings back to life and creating places where businesses can grow and communities can thrive. Our people make that possible. As we've grown, we've worked hard to preserve the camaraderie, energy and sense of belonging of our early days. In 2024, the whole team helped define the values that guide us: Excellence, Collaboration, Legacy, Authenticity and Trust. Those values come to life through colleagues leading our Innovation Days, shaping our technology and contributing ideas that influence our future. Everyone has a voice and part to play in what we become. Our recent B Corp certification reflects our commitment to measuring success through the difference we make: creating local jobs, providing new school and nursery places, and supporting organisations through The Harkalm Foundation. Being Finalists for both Gold UK Employer of the Year and Best Culture is a proud moment for our whole team. Our people have shaped everything we've achieved, and they'll shape what comes next. Congratulations and good luck to all our fellow Finalists.



HARPER MACLEOD

The Award for UK Employer of the Year: Gold 250+

Being shortlisted for Investors in People Employer of the Year is a proud moment for everyone at Harper Macleod because it reflects something we work hard to create protect and strengthen every day: a culture where people can thrive and creating a place of opportunity for all.

We believe great workplaces are built on trust, opportunity and belonging. When people feel valued, heard and supported to develop, they do their best work, grow lasting careers and make a greater difference to clients, communities and colleagues.

Making work better is not a separate initiative at Harper Macleod. It is part of who we are. As we've grown, we've remained committed to listening to our people, investing in their development and creating an environment where individuals can bring their whole selves to work and feel confident about the future.

This recognition belongs to our colleagues, whose talent, commitment and willingness to support one another shape the culture we're proud of today. Being named a Finalist is an honour, but even more importantly, it reflects our shared ambition to keep building a workplace where people can succeed, contribute and belong.



HCC SOLICITORS

The Award for UK Employer of the Year: The Standard 50-249

Being named a Finalist for Investors in People Employer of the Year 2026 is a proud moment for everyone at HCC Solicitors. It reflects our belief that outstanding outcomes for clients begin with creating an environment where our people feel supported, valued and able to thrive.

Our "family first" ethos shapes everything we do. As we've grown across the UK and taken on increasingly complex and emotionally demanding work, we have remained committed to investing in the wellbeing, development and engagement of our people. From introducing a dedicated safeguarding policy and enhanced wellbeing support to strengthening leadership development and employee-led initiatives, our focus has been on building a workplace where people can succeed both professionally and personally.

For us, making work better means listening, acting on feedback and creating a culture where every colleague has a voice and the opportunity to make a difference. This recognition from Investors in People is validation of the journey we're on, but it is also motivation to keep raising the bar and ensuring our people remain at the heart of our continued success.



HIGGS

The Award for UK Employer of the Year: Gold 250+

Being named a Finalist for 'Employer of the Year' is a significant achievement for Higgs, and a reflection of the people who make our firm what it is.

This recognition is rooted in the experiences and feedback of our own people and it reflects the importance we place on listening to our colleagues and creating an environment where people feel valued and supported so that everyone has the opportunity to develop and thrive.

We have ambitious growth plans, so we recognise that our success depends on attracting, developing and retaining talented people. We are committed to creating opportunities for our people and ensuring that our culture remains central to how we work, wherever and however we grow.

Our core values are Care, Legacy, Excellence, Authenticity and Relationships (CLEAR) and they underpin our approach to our people and our ambition to be a place where individuals can build rewarding careers while contributing to something bigger.

This recognition is something that we are very proud of, and it reinforces our commitment to putting people at the heart of our business, ensuring Higgs LLP remains a place where people feel they belong and can fulfil their potential.





THE HIGHLAND COUNCIL PLACE CLUSTER (HOUSING & COMMUNITIES AND PROPERTY & ASSETS)

The Award for UK Employer of the Year: The Standard 250+

The Highland Council serves an area larger than Wales and almost the size of Belgium. Across 26,484 square kilometres, we support 238,000 residents living in some of the UK's communities.

Within the Council, the Place One cluster brings together housing, communities, property and assets. Our teams manage 15,500 council homes, help tackle housing challenges, deliver services, and lead major investment programmes to modernise schools and improve the public estate by creating vital community hubs.

Against a backdrop of an ageing workforce, skills shortages and competition for talent, we have placed people at the heart of everything we do. Our shortlisting recognises our commitment to creating a workplace where employees build rewarding long-term careers.

Our approach is tailored to meet the needs of our diverse workforce, which ranges from housing repair officers and customer service staff to designers, surveyors and construction professionals. Through Modern and Graduate Apprenticeships and trainee programmes, we have created clear pathways into local government careers while developing the skills.

Combined with strong visible leadership, employee engagement, continuous learning opportunities, open communication and flexible working, our investment in people is strengthening services, supporting communities and building a resilient workforce committed to delivering for Highland communities.





HOME START

The Award for Employee Engagement

Being shortlisted for the Investors in People Award for Employee Engagement is a proud moment for everyone at Home-Start UK and recognition of the culture we have built together.

As a charity supporting families across the UK, we know that our impact begins with our people. We are committed to creating an environment where colleagues feel valued, connected, supported and empowered to contribute their best every day. Our approach is grounded in listening, learning and taking meaningful action based on colleague feedback.

Over the past year, we have invested in wellbeing, leadership development, learning opportunities, inclusion initiatives and stronger connections across our federation. We have focused on creating a workplace where people can bring their whole selves to work, grow their skills and feel a genuine sense of belonging.

This recognition belongs to our colleagues. Their passion, expertise and commitment shape our culture and help us live our values in everything we do. Together, they create a workplace where collaboration, kindness and purpose drive exceptional outcomes.

Being a Finalist is an opportunity to celebrate our people and reaffirm our commitment to making work better. By supporting colleagues to thrive, we strengthen our ability to support families, communities and each other every day.

HUMBERCARE

The Award for Excellence in Building Purpose-Driven Impact
(up to 249 employees)

Having been shortlisted as a Finalist it is a great honour and achievement for everyone at Humbercare, giving us a moment to shine, recognise our collective impact, and celebrate those at the heart of our work. Humbercare will always strive to 'Make Work Better' because we know that when people feel valued, supported, and empowered, amazing things can happen. Whether it is helping someone find a safe place to live, supporting them through tough times, or giving them the confidence to take the next step forward, every conversation and every act of kindness matters.

This recognition belongs to our dedicated Humbercare Trustees, fantastic colleagues and volunteers, partners, the people we support, who inspire us every day with their strength, resilience, and determination. They remind us why our work matters and why we are committed to continually learning, improving, and doing better.

Shortlisted as a Finalist in the IIP 2026 Awards is a tremendous attainment and will continue to function as a source of motivation. It strengthens our belief that a positive, caring workplace creates sustainable outcomes for individuals, families, and communities. We are proud of what we have achieved together and excited about what we can accomplish in the future.

IT DESK UK

The Award for Best Culture (up to 249 employees)
The Award for Excellence in Employee Recognition
The Award for Small Employer of the Year

Being named a Finalist means so much because it represents the people behind everything we do. It reflects the hard work, dedication and care shown every day by a team that genuinely wants to make a difference.

For us, making work better is not about chasing awards. It's about creating a workplace where people feel valued, supported, and able to grow. It's about investing in people, embracing new ideas, learning from challenges, and building a culture where everyone can contribute and succeed.

We spend a huge part of our lives at work, so we believe it should be somewhere people enjoy being. Whether that's helping a colleague develop confidence, supporting an apprentice on their journey, delivering great outcomes for customers, or simply taking the time to listen, the small things often make the biggest difference.

Being recognised as a Finalist is a proud moment, not because of what it says about where we've been, but because of what it inspires us to keep doing. We are passionate about creating a better workplace for our people, our customers and our community, and we're only just getting started.





JUNGLE IT

The Award for UK Employer of the Year: Silver 50-249

Being shortlisted for Investors in People Employer of the Year is a proud moment for everyone at Jungle IT because it recognises something we've worked hard to build: a culture where people feel valued, supported and able to do their best work.

Our brand belief is simple: IT starts with people. As we've grown, we've remained committed to that belief, creating an environment where individuals can thrive both professionally and personally. That commitment starts with listening to our people, acting on feedback and creating meaningful opportunities for development, wellbeing and recognition.

We're proud of the investments we've made, but we're even prouder of the culture they've helped shape: one where colleagues support one another, celebrate successes together and share a genuine commitment to helping both our people and customers succeed.

This recognition is especially meaningful because it reflects what we strive for every day: building a workplace where people enjoy coming to work, feel connected to the wider success of the business and have the opportunity to flourish. It's also a valuable reminder that the experience our people have every day is recognised beyond Jungle IT.

We're honoured to be recognised alongside so many inspiring organisations and proud of the people who bring our culture to life every day.







#IIPAWARDS26

THE KING'S CROSS GROUP

THE KING'S CROSS GROUP

The Award for Leader of the Year (Leo Shapland)

I am honoured and humbled to be a Finalist for this award. It recognises something I believe is fundamental to the success of The King's Cross Group (KXG): its people and culture.

When I became CEO last year, my task was not simply to lead an existing organisation, but to build a new one in collaboration with my team. As KXG took over dedicated management of one of London's most special places, we brought existing colleagues and new leadership together around a shared direction.

Establishing KXG last year gave us a unique opportunity to build a new organisation and shape its culture from the outset. Culture is of paramount importance to me, so our priority was to create an environment where people feel trusted, valued and empowered to contribute, where information, strategy and decisions are shared openly, people can grow and are rewarded, and there is a strong shared ownership over what we are trying to achieve.

And that's what we've tried to do at King's Cross. We are incredibly proud of what we have achieved together in a relatively short space of time – while I am delighted to receive this recognition, it has been a collective team effort throughout.



KJ SMITH

The Award for Best Culture (up to 249 employees)
The Award for Best People Team

I had the privilege of writing both of our shortlisted award submissions and, in doing so, found myself completely immersed in our story. Reflecting on how far we have come was both inspiring and humbling. Over the past five years, we have experienced significant growth, but throughout that journey we have remained committed to creating a workplace where people feel valued, supported and empowered to succeed.

What stood out most while preparing our entries was not just the initiatives we have introduced, but the genuine care, passion and commitment shown every day by our people, leaders and teams. Our culture is not just something written on our office walls; it is brought to life through everyday experiences. We support and champion one another, embrace change, work collaboratively and deliver outcomes that go above and beyond for our clients and each other.

Being recognised as a Finalist is an achievement we are incredibly proud of. It is a wonderful validation of our people-first approach and how we have contributed to the wider mission to 'Make Work Better'. Most importantly, we are excited to be celebrating our achievement alongside other organisations that share the same commitment and passion for creating exceptional workplaces.





LEBARA

The Award for Best Culture (250+ employees)
The Award for Best Newcomer
The Award for UK Employer of the Year: Silver 250+

Lebara has fully embraced the IIP process and utilised this to implement a continuous process of improvement across our global business. Our people initiatives are transforming our people practices and by encouraging everyone to play their part we have created a culture in which we ask, we listen, and we act on feedback. We achieved Silver accreditation in 2023 but have continued the momentum and by ensuring everyone knows and plays their part we are achieving cultural change together. Accreditation was an external recognition of the positive work we are doing but our staff increasingly tell us about the positive difference our work on our people and ESG practices is making. Our next goal is Gold accreditation. It would be great to receive an IIP award on our way to this as further recognition for the work our colleagues in all teams (not just HR) have been doing. Beyond the accolades, we want Lebara to be the kind of organisation where people actively choose to build their careers, feel genuinely developed, appreciated and heard and where managers are coaches and leaders and at every level champion growth. That's what drives us and makes us an even better place to work.



LEONARDO

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

Simply put, "Proud beyond belief!"

To know that something you put your heart and soul into every day at work has been recognised is incredibly humbling. It reflects the hard work, dedication, and passion we put into making our programme a success.

For us, it has always been about making work better by creating a positive learning and development opportunity for everyone. Our aim is to unlock hidden talent, build confidence and empower people to realise their potential.

We believe everyone deserves support, whether their application is successful or not. Those who are unsuccessful receive feedback and action plans to support their development, while we celebrate everyone who has the courage to self-nominate.

For those who join our programme, our virtual door is always open. Whether they need advice, guidance, support or simply a wellbeing chat, we are there throughout their journey, alongside our everyday responsibilities.

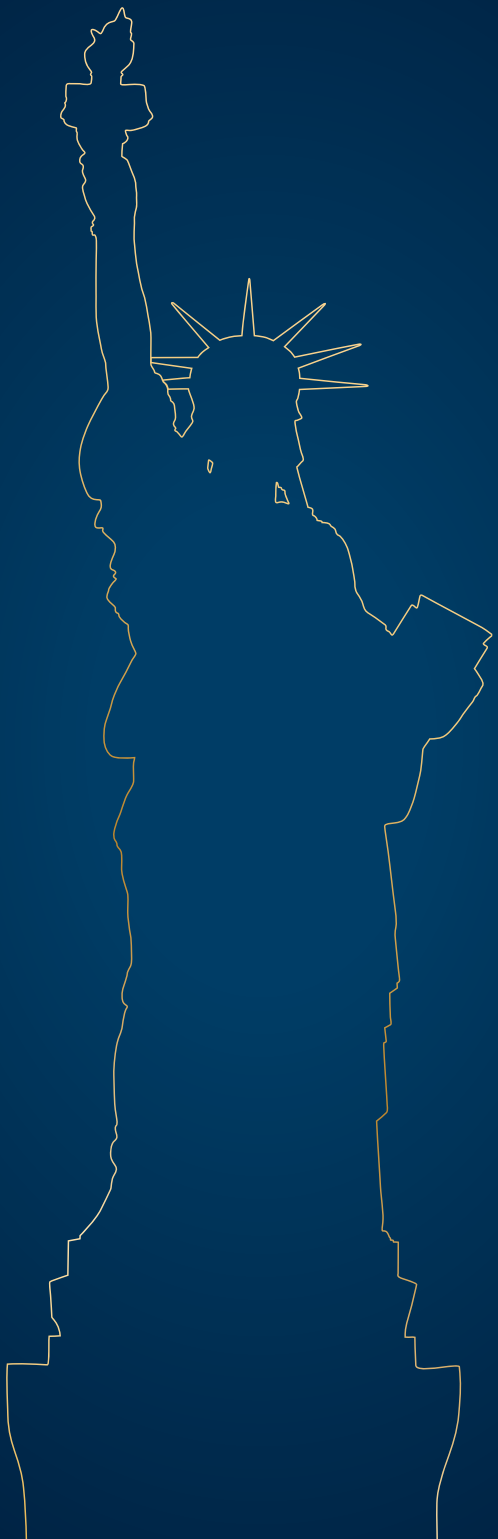
What started as a small talent development programme has grown into a highly regarded, business-wide initiative.

Being named a Finalist is an incredible honour. It recognises our achievements, the people we support and the positive difference we continue to make.

We are proud beyond belief and more motivated than ever to keep making work better.







LES AMIS

The Award for Diversity and Inclusion

The Award for HR Person of the Year (Weronika Florek)

The Award for Diversity and Inclusion

We're incredibly proud to have been shortlisted for the Diversity and Inclusion Award at the Investors in People Awards 2026.

At Les Amis, inclusion is at the heart of everything we do. Every day, we support people with learning disabilities and associated conditions to live fulfilling lives, make their own choices, build independence, and participate fully in their communities.

We believe everyone deserves to be treated with dignity, respect, and compassion. Through person-centred support, we help individuals achieve their goals, develop new skills, build confidence, and be recognised for their strengths and abilities. We celebrate individuality and focus on creating opportunities that enable people to thrive.

Our commitment to inclusion extends to our employees. We are dedicated to creating a workplace where everyone feels valued, supported, and able to be themselves. We recognise that a diverse workforce brings different experiences, perspectives, and talents, helping us deliver the best possible support while fostering a culture of belonging.

This recognition reflects the dedication, professionalism, and compassion of our employees, who work tirelessly to break down barriers and promote equality every day. Being shortlisted is a celebration of their commitment and the positive impact they have on the lives of the people we support, their families, and the wider community.







The Award for HR Person of the Year (Weronika Florek)

Being recognised as a Finalist for HR Person of the Year is something I am incredibly proud of. It reflects the values that motivate me every day and my commitment to making a positive difference in the workplace.

For me, HR is all about people. It's about creating an environment where everyone feels valued, supported, and able to do their best. I strive to build trust, listen, and find practical solutions that balance the needs of both employees and the organisation. I am also proud to be part of a company that genuinely cares for people, supports those who need help, and empowers individuals to reach their potential.

Whether I am developing policies, improving processes, supporting change, or helping someone through a difficult situation, I believe HR has the ability to make a real and lasting difference.

I wouldn't be here without the support of my amazing colleagues. Their encouragement, teamwork, and friendship have played a huge part in my journey.

I am proud to be part of a profession that helps people achieve their potential, strengthens workplace culture, and leaves a lasting positive impact on the lives of others.



LIFETIME GROUP

The Award for UK Employer of the Year: The Standard 250+

Our people, at Lifetime Group, are the lifeblood of who we are and what we do. Without them, we couldn't deliver our mission of 'Solving talent gaps, transforming learning, skills and enabling social mobility' for the thousands of learners, employers and customers we work with every year. This is why having an engaged and motivated workforce means the world to us. Retaining our Investors in People accreditation was therefore important validation of our commitment to our people. The recommendations within the report were also invaluable for helping us to further enhance our people's experience whilst they worked at Lifetime Group. To therefore be shortlisted for the UK Employer of the Year Award, where we detailed our ongoing plans for enhancing our people experience, is further validation of our ongoing commitment to creating a great place to work.



LINCOLNSHIRE RURAL HOUSING ASSOCIATION

The Award for UK Employer of the Year: Platinum 2-49

At Lincs Rural Housing Association, we believe making work better is about more than creating a great place to work. It is about creating a place where people thrive, feel trusted, find their voice and know that what they do genuinely matters.

Because when our people thrive, our residents thrive.

For almost 20 years, our Investors in People journey has challenged us to keep raising the bar. We have built a culture where people are empowered to make decisions, encouraged to challenge the status quo, supported to develop and united by a shared ambition to make things better.

Our Continuous Improvement Framework puts that belief into action. Everyone contributes. Everyone shares responsibility. Everyone shares success.

Being a Finalist for UK Employer of the Year means a great deal to us. It is recognition of the people behind our culture; the colleagues who care, challenge, support and continually look for ways to do things better.

We strive to 'Make Work Better' because better work creates better experiences, better services and, ultimately, better lives for the residents we serve.

We may be small, but we have never thought small.

One team. Making work better. Making lives better.

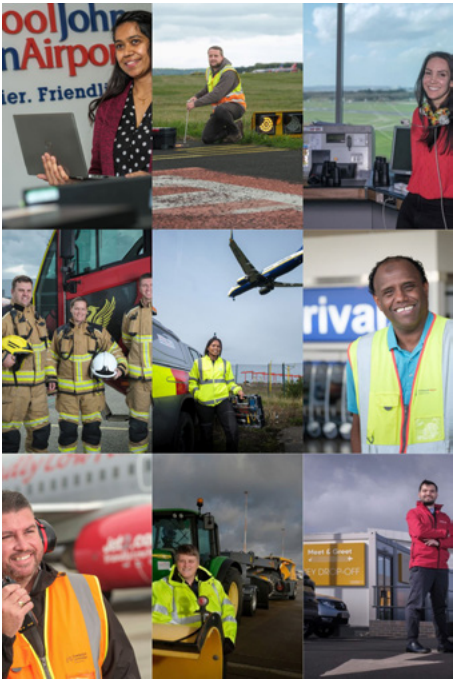




Liverpool John Lennon Airport
Faster. Easier. Friendlier.

LIVERPOOL JOHN LENNON AIRPORT

The Award for UK Employer of the Year: Gold 250+



"We are honoured to be named a Finalist in the IIP Awards, which recognise the progress our organisation and our people have made. Our small HR team works in close partnership with managers across the whole airport, not only to deliver a "Faster, Easier, Friendlier" experience for our passengers, but also to foster an inclusive culture where colleagues are valued, respected and feel that they belong.

Our journey with IIP began 16 years ago and we are proud to have built a values-led, "one team" culture that unites an incredibly diverse workforce, including firefighters, air traffic controllers, engineers, cleaners and corporate teams who have to operate 24/7 in a complex, safety-critical environment. With the support of the IIP community and processes, this has given us the discipline to keep listening, challenging ourselves and looking for continuous improvement which has helped us transform a traditionally fragmented organisation into one of trust, collaboration, and shared purpose.

To win The Award for UK Employer of the Year: Gold 250+ would be an amazing validation of the dedication, commitment and hard work of all our colleagues and would reinforce Liverpool Airport as a truly great place to work."

MUCKLE LLP

The Award for UK Employer of the Year: Platinum 50-249

Being named a Finalist for UK Employer of the Year: Platinum at the Investors in People Awards is something we're incredibly proud of.

For us, it's not just about an award. It's recognition of something that sits at the heart of Muckle, our people. We believe that when our people feel supported, valued and able to be themselves, everyone benefits. That's why putting people first isn't just something we talk about; it shapes how we work, make decisions and think about the future.

Our values of trust, teamwork, responsibility and care are at the centre of everything we do. They influence how we support each other, develop our people and, ultimately, how we deliver for our clients and wider community.

Being an Investors in People Platinum organisation is already a huge achievement, so being recognised as a Finalist at the UK awards feels particularly special. It's a reflection of the commitment our people make every day to creating a positive, supportive and ambitious place to work.

Most importantly, this is recognition of everyone at Muckle. We're proud of the culture we've built together and excited to keep learning, improving and investing in our people.

For us, that's what being a great employer is all about.





NatWest

NATWEST PREMIER (PREMIER BUSINESS MANAGEMENT)

The Award for Diversity and Inclusion

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

The Award for Diversity and Inclusion

Being recognised as a Finalist for the Diversity and Inclusion award is incredibly meaningful because it reflects the impact that can be achieved when inclusion moves beyond intention and becomes action. It's not just recognition of a programme, but of the colleagues whose experiences, insights and aspirations helped shape it.

EmpowerUp was created because we believe all colleagues should have the same opportunity to grow and succeed in their career, in whichever way they choose. Seeing colleagues grow in confidence, expand their networks, secure promotions, and become role models for others has reinforced why creating equal opportunities matters so much.



When people feel valued, invested in and that they belong, they are more confident, engaged and able to contribute their best. Creating those conditions benefits individuals, but also strengthens our teams, improves customer outcomes and helps build a more sustainable future for our organisation.



Being a Finalist is a reminder that meaningful change is possible when we listen, collaborate and take action. It motivates us to continue challenging barriers, championing diverse talent and creating opportunities that help colleagues thrive, ensuring that development is at the forefront of everyone's journeys.

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

Being shortlisted for Excellence in Building Purpose-Driven Impact represents the collective effort, commitment, and belief that development can genuinely change people's careers and lives. The Becoming your Best programme was created to help colleagues realise their potential, build confidence, and see opportunities they may not have thought were possible. Seeing participants secure new roles, step outside their comfort zones, increase their confidence, and take ownership of their future has been one of the most rewarding experiences for our team.

We believe that when people feel supported, valued, and invested in, they achieve more than they ever thought possible. Everyone deserves access to opportunities that help them grow, regardless of their starting point. Creating environments where colleagues can learn, connect, and thrive not only benefits individuals but strengthens teams, cultures, and organisations.

What motivates us most is knowing that the work we do today can have a lasting impact on someone's confidence, career progression, and future aspirations. Being a Finalist is a proud moment, but more importantly, it reinforces our commitment to continuing to create opportunities that turn potential into progress and help make NatWest Premier the best business to work for.





Rewarding Learning

NICCEA

The Award for Learning and Development (250+ employees)
The Award for Employee Engagement

The Award for Learning and Development (250+ employees)

Being shortlisted as a Finalist for the Investors in People Award for Learning & Development is a significant achievement for CCEA and recognition of our commitment to building a skilled, confident and capable workforce. It reflects our belief that investing in people is fundamental to organisational success, enabling colleagues to develop their potential, embrace new challenges and contribute meaningfully to our shared objectives.

Through our Employee Engagement Framework and annual Employee Engagement Programmes, we are creating accessible opportunities for professional growth, leadership development and continuous learning. From tailored skills training and coaching and mentoring to leadership development and support for change, we aim to ensure learning translates into improved performance, greater confidence and stronger organisational capability.

Together, we are making work better by creating an environment where people are encouraged to learn, supported to grow and empowered to make a difference. Being a Finalist celebrates the progress we have made while motivating us to keep improving, challenge established approaches and invest in the skills and knowledge needed for the future. Ultimately, our ambition is to ensure that when our people thrive, our organisation and the communities we serve benefit too.



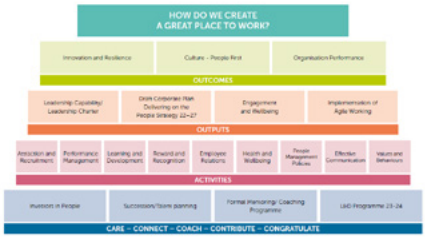


The Award for Employee Engagement

Being shortlisted as a Finalist for the Investors in People Award for Employee Engagement is a proud moment for CCEA. It recognises our commitment to creating a workplace where colleagues feel valued, listened to, supported and empowered, and where engagement is embedded in how we lead, communicate, collaborate and deliver our work.

Our Employee Engagement Framework provides a clear, long-term commitment to putting people first. Through our annual Employee Engagement Programmes, leadership development, values and behaviours initiatives, wellbeing activities and opportunities for employee voice, we strive to build trust, strengthen relationships and foster a culture where everyone can contribute, feel a sense of belonging and influence positive change.

Within CCEA, we are making work better by improving the employee experience; This means creating the conditions for people to do their best work, feel connected to our purpose and help shape our future. Being a Finalist celebrates the collective efforts of our colleagues and reinforces our determination to keep listening, learning and improving. We believe that when people feel engaged and empowered, they are better equipped to innovate, navigate change and deliver excellence for the organisation and the communities we serve.





Orthopaedic Innovation
INNOVATING SURGERY | TRANSFORMING LIVES

ORTHOPAEDIC INNOVATION

The Award for Best Newcomer

Being named a Finalist for Investors in People's Best Newcomer Award means an enormous amount to us. Orthopaedic Innovation has grown quickly, but from the very beginning we have believed that building a great organisation is about much more than growth. It is about creating a place where our precious people feel valued, trusted and genuinely part of what we are trying to achieve.

Our team is spread across different countries, disciplines and roles, yet we are united by one purpose: providing an exceptional experience for our patients. We know that can only happen when the people looking after them feel supported themselves. Achieving Investors in People accreditation was therefore not simply a badge for us. It gave us an opportunity to listen, learn and challenge ourselves to become a better employer. For us, Making Work Better means creating an environment where people can contribute ideas, take responsibility, grow in confidence and know that their work matters.

To be recognised as a Finalist so early in our Investors in People journey makes us incredibly proud of our whole team and even more determined to keep improving.



#IIPAWARDS26

PENINSULA DENTAL SOCIAL ENTERPRISE (PDSE)

The Award for Learning and Development (up to 249 employees)

The Award for Excellence in Building Purpose-Driven Impact (up to 249 employees)

PDSE is an innovative clinical service provider reshaping dentistry for those most in need across the South West. We operate five sites where Peninsula Dental School students provide dental care to the public under the supervision of qualified dentists, supported by PDSE's dedicated dental nurses, dental therapists and support staff. PDSE's own clinicians also provide NHS dental services from these facilities.

PDSE provides oral health care and education for schoolchildren, older people, individuals with special needs, looked-after children, asylum seekers, refugees and people experiencing homelessness. By taking dental teams into communities and creating approachable education clinics, PDSE improves access and reduces exclusion from mainstream dentistry.

Learning and development is not a support function at PDSE; it is a core part of our social mission to improve oral health by educating, developing and retaining the dental workforce of the future. Rather than adopting a generic model, PDSE has developed a comprehensive Learning & Development Framework that embeds learning into service delivery and social impact, creating supported pathways from entry-level roles to advanced clinical, educational, leadership and research careers. By developing our people, we strengthen workforce capacity, increase access to care and reduce inequalities across the South West.



PEOPLE 1ST

The Award for UK Employer of the Year: Gold 50-249

We are absolutely delighted to be shortlisted for The Award for UK Employer of the Year: Gold 50–249. For People 1st, this recognition belongs to our whole team. It reflects the commitment, care and hard work our employee owners bring every day to supporting learners, employers and communities across the communities we serve.

Becoming employee-owned was about protecting what makes People 1st special and giving our staff a real stake in our future. It has strengthened staff voice, opened up progression opportunities, supported investment in permanent roles and allowed us to share success directly with our people. Most importantly, it has brought an even stronger sense of shared responsibility for delivering the best possible outcomes.

Making Work Better means investing in our people so they can create better opportunities for others. We will continue to listen, learn and improve—developing our staff, strengthening quality and growing responsibly so that success benefits everyone. We are proud of how far we have come, excited about what comes next and thrilled to have the People 1st team recognised on a UK stage.



PIONEERING CARE PARTNERSHIP

The Award for Exceptional Long-Term Contribution (Carol Gaskarth)
The Award for Health and Wellbeing (up to 249 employees)
The Award for UK Employer of the Year: Gold 50-249

At Pioneering Care Partnership, we believe that making work better starts with looking after our people.

As a charity working to improve health and wellbeing across our communities, we know that this must begin from within. Our people are at the heart of everything we do, and creating a workplace where colleagues feel supported, valued and able to thrive is something we are continually working towards.

Employee wellbeing is about more than a collection of initiatives. It is about creating a culture where people feel listened to, where conversations about wellbeing are welcomed, and where colleagues have the support, they need to balance the demands of work and life.

As PCP has evolved, so has our approach to supporting our people. We are proud of the progress we have made, while recognising that making work better is an ongoing journey. We continue to listen to our colleagues and learn from their experiences.

Being recognised as an Investors in People multi-Finalist is a wonderful opportunity to celebrate our people and the culture we are building together.

For us, making work better means creating a place where people can do meaningful work, feel they belong and know that their wellbeing matters.





P.J. LHUILLIER
GROUP OF COMPANIES

PJ LHUILLIER GROUP OF COMPANIES

The Award for Diversity and Inclusion

Making Inclusion Real, One Ka-Cebuana at a Time.

At PJ Lhuillier Group of Companies, diversity and inclusion is not a programme. It is how we live our purpose.

We believe that if we aspire to bring financial inclusion to millions of Filipinos, inclusion must first be experienced by the people who make that mission possible. We call them our Ka-Cebuanas - the 12,700+ employees who serve our customers and communities across the Philippines every day.

Over the last four years, we have been intentional in building a culture where every Ka-Cebuana feels seen, heard, valued, and empowered to succeed.

Through Intertwined, we started conversations about diversity and respect. Through iBelong, we amplified the voices of colleagues from underrepresented communities and transformed awareness into action. Through Amazing Cebuana, we celebrated the unique stories and contributions of our people. Today, through Tatak Cebuana, Proud Ka-Cebuana: Work That Impacts Lives, we connect inclusion directly to purpose, helping every employee understand the impact of their work on millions of lives.

Being named a Finalist for the Investors in People Awards 2026 is a proud milestone. As the only Philippine organisation recognised in this category, we see it as validation that when people truly belong, they do extraordinary things together.

From belonging comes pride. From pride comes impact.







#IIPAWARDS26

PREPRESS PROJECTS LTD

The Award for UK Employer of the Year: Silver 2-49

We're proud to be a Finalist for UK Employer of the Year: Silver (2–49 category).

Prepress Projects has been part of IIP since the early 2000s because its philosophy reflects something we have always believed: our success starts with our people.

We are a small, employee-owned publishing services company with a big commitment to our people. For us, making work better means giving everyone a voice, investing in skills, sharing knowledge, supporting well-being and creating a workplace where people can grow and where success is shared.

That culture matters more than ever. We have navigated Brexit, a pandemic, economic uncertainty, changing markets and rapid technological change. Through it all, we have adapted, innovated and kept moving forward together.

Employee ownership gives everyone a stake in our success, but it is trust, opportunity, openness and shared purpose that make that ownership meaningful.

Being a Finalist is about much more than an award. It recognises the resilience, commitment and talent of our whole business and the culture we have built together.

For a company of 16 people in Perth, Scotland, to be recognised nationally feels pretty special.

Small employee-owned business. Big ambitions. Shared success. Proud to make work better, together.





PURMO

PURMO GROUP UK LTD

The Award for UK Employer of the Year: The Standard 250+

Being an IIP Award Finalist is something we are very proud of and holding the award continuously for 25+ years reflects our commitment to a positive culture and supporting our people to achieve their potential.

Getting an award is wonderful but it's not just about awards; it matters what our people feel working for our business; the way we lead and support one another and our commitment to making our workplace better, is the reason we do this.

We strive to make work better and if our people have a positive experience at work, they benefit, and so do we. We treat people with respect and support them; this means people feel they can contribute ideas and take pride in what they do. It also means their wellbeing and health is maximised and they can give their best to achieve great things.

Being a Finalist is recognition of the progress we have made and gives us motivation to keep going. It is amazing to be recognised as a great employer and we want to make sure that our workplace is somewhere that our people can say is a great place to work!

Helen Duke

HR Manager, Purmo Group UK Ltd



RAVEN HOUSING TRUST

The Award for UK Employer of the Year: Gold 250+

Our purpose at Raven Housing Trust is Building Homes and Changing Lives, which starts with creating a work environment where people can thrive. Being named a Finalist for the Investors in People UK Employer of the Year Award is a powerful recognition of what makes us special - our people and our culture - which is also evidence by 97% of our colleagues saying they would recommend Raven as a great place to work.

We are incredibly proud of what we have achieved, but what excites us most is what comes next. For Raven, creating a compelling colleague experience and striving to Make Work Better is not a one-off initiative, it is an ongoing commitment to listen, learn, challenge ourselves, and turn insight into action, so that we can continuously improve for our customers and for one another.

Whatever happens on the night, being short-listed for this prestigious award has inspired us to be even bolder in creating an exceptional place to work.

RITTAL LTD & EPLAN UK

The Award for UK Employer of the Year: Gold 50-249

Being shortlisted for an Investors in People Award is a very proud moment for everyone at Rittal Ltd & Eplan UK.

Over the last few years, we have focused on creating a culture where everyone understands the difference they make, not only to the success of the business but the success of our customers. Ensuring that we value, trust and support our people has enabled them to deliver exceptional results.

Our commitment to making Rittal a great place to work has been built on three main concepts: developing talent, listening to our people and creating opportunities. Whether through internal promotion, talent development, employee voice initiatives or digital innovation, we have managed to ensure customer-centric ways of working whilst also allowing people to grow and succeed.

This recognition belongs to our teams. Their passion, expertise and enthusiasm have all shaped the business we are today.

Being a Finalist is an honour, but more importantly it reinforces our belief that investing in people is the most powerful way to create sustainable success.





ROBERTSON GROUP

The Award for Young Person of the Year (100+ employees) (Euan Dallas and Thomas Nielsen)

The Award for Leader of the Year (Neil Kennedy)

The Award for Young Person of the Year (100+ employees): Euan Dallas



"I'm incredibly honoured to be nominated, particularly at this early stage in my career. And to be nominated by colleagues makes this recognition all the more meaningful. Thanks to everyone I work with for the support, trust and opportunities that allow me to learn and develop every day."

As Procurement & Supply Chain Graduate, Euan has quickly established himself as a future leader at Robertson. His professionalism, enthusiasm and willingness to take ownership have earned him a reputation as a trusted colleague and an outstanding ambassador for Robertson.

His notable achievements to date include taking centre stage as host of the CONNECT Catalysts conference for our NextGen employees, confidently engaging an audience of over 160 delegates. He was also awarded this year's Graduate Project of the Year for his proposal to create an innovation hub, a platform to strengthen collaboration and drive innovation across Robertson.

More recently Euan has embraced the opportunity to lead on hard landscape manufacturer agreements to further develop his commercial and strategic expertise. Beyond his role he supports others through our NextGen activities and as a volunteer mentor for MCR Pathways, helping disadvantaged young people realise their potential.

The Award for Young Person of the Year (100+ employees): Thomas Nielsen



"Being nominated is an honour, and it means a great deal to know that my efforts have been recognised. I take pride in helping others and continually look for ways to improve and make a positive difference through the work I do."

Recently promoted to Procurement Analyst, Thomas is an emerging talent whose impact far exceeds the expectations of his role. With a proactive mindset and strong commitment to continuous improvement, he has become an invaluable member of the team and an outstanding role model for our organisational principles.

Thomas excels at understanding complex challenges and turning them into practical solutions that enhance efficiency, strengthen governance and improve the user experience.

A standout example is his role in the migration of our supply chain to a new management platform. Thomas led improvements to the onboarding process, engaged with hundreds of supply chain partners, supported system integration and helped develop a dedicated portal for new suppliers, ensuring a successful and smooth transition.

His contribution to improve reporting, automation and compliance is equally impressive. Through Power BI enhancements, Thomas was key in reducing manual effort and strengthening data quality to enable more informed decision-making and greater operational efficiency.

The Award for Leader of the Year: Neil Kennedy



"Robertson has afforded me opportunities to progress and develop my career and it's important to me that kind of career progression is available to everyone in my team. I'm humbled to be nominated, you only get to be recognised as a good leader when the respect and value placed on every individual goes both ways."

Having progressed from Senior Quantity Surveyor to Regional Managing Director during his 18 years with Robertson, Neil leads a successful region while championing the development of his team.

Neil has led the team to deliver sustainable turnover and strengthened the pipeline for future growth. His regional leadership team was created through internal promotions, highlighting clear career pathways while ensuring strong leadership capability.

Neil is an exceptional mentor, known for being accessible, supportive and genuinely committed to helping others reach their potential. He empowers employees to develop their skills, progress through the business and take ownership of their roles. As MD he's brought 36 young people into Early Careers roles, with 90% remaining in the business and continuing their careers through both professional and trade routes.

Looking ahead, Neil remains focused on strengthening the business' market position and maintaining the high-performance culture that underpins its success.

SGS HUB

The Award for Small Employer of the Year

Being named a Finalist for Small Employer of the Year is a proud milestone for SGS Hub and recognition of the culture we have worked hard to build as we grow. It shows that strong business performance and a positive employee experience can go hand in hand. Our team has supported more than 100 bids worth over £1 billion and estimating projects totalling over £2 billion, while building a workplace where people feel trusted, visible, connected, and able to thrive.

We strive to Make Work Better by putting people at the heart of every decision. That means recognising transferable skills, providing structured inductions, mentoring, and clear development opportunities, and giving early-career talent meaningful exposure to live projects. We combine high expectations with flexibility, wellbeing support, open communication, and regular recognition, helping people perform at their best without losing balance or belonging. Our purpose, building greater opportunity and a better future, also connects individual roles to the wider impact of the infrastructure projects we support.

Finalist recognition celebrates our whole team and strengthens our ambition to prove that a small employer can grow sustainably, deliver exceptional results and professionalise without losing its personality or its focus on people.



Sheffield Children's NHS Foundation Trust

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST

The Award for Leadership and Management

Being named a Finalist for the Investors in People Awards 2026 is a meaningful honour for our Leadership, Management and Organisational Development (LMOD) team at Sheffield Children's NHS Foundation Trust. It reflects our mission: to enable every colleague to lead from where they stand.

Our four-person team supports more than 3,600 colleagues, working every day to make work better by strengthening capability, confidence and psychological safety across the Trust. We partner with colleagues at every level to turn organisational values into everyday behaviours – developing new and experienced managers, building clinical leadership, improving team effectiveness, and supporting culture, inclusion, psychological safety and change. Our work is not simply about delivering learning; it is about creating space for people to reflect, connect, grow and make a difference.

We are especially proud of the partnerships behind this work. Our programmes are co-created with colleagues across the Trust, shaped by diverse professional perspectives and lived experiences. This recognition reflects the commitment of our whole organisation and the shared belief that leadership is a collective responsibility.

For us, making work better is a continuous journey. Being a Finalist allows us to celebrate that journey – and the people who make it possible every day.



south moravian region

KRAJSKÝ ÚŘAD JIHOMORAVSKÉHO KRAJE – ODBOR KANCELÁŘ ŘEDITELE / SOUTH MORAVIAN REGION – DIRECTOR'S OFFICE

The Award for Overseas Employer of the Year

What does a public authority look like when 82% of its employees look forward to coming to work? You will find us in the South Moravian Region of the Czech Republic. We develop our colleagues through meaningful learning, leadership development and talent programmes. Moreover, 89% of employees value the freedom to make independent decisions. We draw inspiration from the best of the public and private sectors, bringing proven practices into our daily work.

What does being a Finalist mean to us?

Above all, it is recognition for all colleagues who are transforming our authority from within. It also motivates us to keep improving our workplace. It confirms that we are on the right path. We are pleased to show authorities in the Czech Republic and abroad that public administration can be a place where people grow and find meaning in their work.

Why do we strive to make work better?

To serve the region effectively, our authority must first function well internally. We therefore continually improve our working environment so colleagues can provide quality services to the South Moravian Region's 1.2 million residents every day.

Working with Investors in People helps us improve further through objective feedback. That keeps us moving forward.



SUSTAIN (UK) LIMITED

The Award for UK Employer of the Year: Gold 2-49

We are over the moon to be a Finalist! We are delighted that our staff feel Sustain is a 'great place to work'. To enable staff to enjoy their work life, we aim for all roles to be as fulfilling, productive and rewarding as possible; not only to drive effective tenant outcomes, but to promote a happy culture, even with the usual challenges and stresses of working life!

As part of continued development, we encourage staff to suggest inter-departmental service improvements and raise concerns with confidence. We acknowledge individual accomplishments in work and personal lives and openly share compliments.

We are proud to have applied for a Skilled worker Sponsorship Licence to support our need for additional resources to cover key governance and risk improvements. This will provide Sustain with an ongoing organisational capability to sponsor eligible skilled workers (subject to relevant Home Office requirements) and a longer-term strategic benefit, in terms of recruitment, retention and access to specialist skills.

Achieving and maintaining regulatory compliance will underpin expansion of our services to support more vulnerable people as part of our social purpose.

We appreciate being part of the We Invest in People process.

SUSTAINABLE BUILDING SERVICES (SBS)

The Award for UK Employer of the Year: Silver 50-249

Responding to the shortlisting announcement, SBS Head of HR Kris Gallagher said:

"I'm delighted to hear that we've been named as a Finalist in this year's Investors in People Awards. A shortlisting is a real accolade and it's great to see everyone's hard work recognised in this way. Sustainable Building Services has grown considerably over the last year, and we have seen dramatic changes within our sector, so getting here hasn't been a simple journey – but we've got a fantastic culture of teamwork, and everyone has made a valuable contribution.

"We fully appreciate the benefits of having a workforce that is engaged, respected, motivated and aligned. Achieving that has been absolutely crucial to our success. And that's why we'll never stop looking for ways to improve what we do – our communications, the support we offer, and the opportunities we create for our people.

"As an HR team, our work is always cyclical. It's a process of continuous improvement: of monitoring and fact-finding, evaluation and action. Our IIP Insight Report noted that we possess particular strength in our approach to 'creating sustainable success' and that's very much our aim. We'll continue to ensure that staff recognise that training opportunities and mentoring support are readily available, and we'll keep encouraging bold career aspirations."





UNITED COLLEGES GROUP

The Award for Excellence in Employee Recognition

Over the past two years, we have been challenging ourselves at United Colleges Group to move staff recognition beyond our annual award ceremonies and into the everyday working life of our colleges. From "One Kind Thing" nominations and colleagues celebrating colleagues, to leaders sharing achievements, investing in development and recognising the moments that matter beyond work, we are building a culture where appreciation for staff always shines through, no matter the time of year.

It matters to us that all staff feel appreciated, because we're more empowered to make a real difference when we know our contribution matters.

For us, 'making work better' is an accumulation of hundreds of small actions that tell people we value their contribution and believe in their potential.

Being an Investors in People Awards Finalist is an opportunity to take stock and celebrate how far we have come on our continuous journey to find better ways to help our people thrive.





UNITY TRUST BANK

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

The Award for Best Culture (250+ employees)

Being named a Finalist at the Investors in People Awards is an achievement that fills us with immense pride. More than recognition for a single initiative or programme, it reflects the culture we continue to build together at Unity, rooted in our purpose, values and commitment to delivering safe, balanced growth alongside meaningful social impact.

Our belief that who you bank with matters starts with our people. Every day, colleagues bring our purpose to life through the service they provide to customers, the support they show one another and the positive difference they make in the communities we serve. Being recognised as a Finalist is a testament to the collective contribution, commitment and care demonstrated across the Bank.

We strive to make work better because we believe that creating an environment where people feel included, supported and able to thrive is fundamental to who we are. When colleagues are encouraged to grow, develop and fulfil their ambitions, work becomes more than a role. It becomes a place where people feel a genuine sense of belonging, can contribute meaningfully and make a positive impact.

While being a Finalist is a fantastic validation of the progress we have made, it also inspires us to continue listening, learning and evolving. We remain committed to creating a workplace where people are empowered to succeed, proud of what they do and connected to a purpose that truly matters.



VIKING (RAJA GROUP)

The Award for UK Employer of the Year: Silver 250+

Being named a Finalist for UK Employer of the Year is something we're incredibly proud of, because it recognises something that matters deeply to us: creating a workplace where people feel valued, supported and able to do their best work.

At Viking, making work better isn't about believing we have everything right. It's about listening to our people, being honest about where we can improve and continually challenging ourselves to do better.

Our Investors in People journey has helped us understand the experiences of our colleagues, build on the things we do well and focus on the areas where we can make the greatest difference. We believe that investing in people and building a strong business go hand in hand.

That commitment is especially important during times of change. For us, making work better means keeping people at the heart of the decisions we make, supporting development, encouraging open conversations and creating opportunities for everyone to contribute and grow.

Being shortlisted is therefore more than recognition of how far we've come. It's encouragement to keep listening, learning and improving together.

That is what making work better means to us.

WayMakers

Inclusive, Independent, Invaluable

WAYMAKERS

The Award for Excellence in Building Purpose-Driven Impact
(up to 249 employees)

Being shortlisted for this award is a real wow for WayMakers as our impact outstrips our small, remote-working team's footprint.

We're a neurodivergent-led social enterprise in North Devon, built on listening to the people who navigate systems first-hand and co-designing solutions. Creating systems that work for everyone, individually and collectively, means not demanding conformity to a single norm.

Being shortlisted for Excellence in Building Purpose-Driven Impact is only possible because our people mean more than our payroll. It's RISE Leaders – autistic young people, some also ADHD, dyspraxic or dyscalculic – who co-design products and training. It's our PINN Coordinator and our community advisor, both once our clients. And it's a board that's 50% neurodivergent.

We strive to make work better because too often, work, school and services haven't worked well for those we employ and support. Every role at WayMakers exists to prove that investing properly in neurodivergent people isn't charity, but better business, building better futures and communities.

We aren't joining the celebrations on the night, but we're proud to be part of this book, and thank everyone who's helped us achieve this.





WOOD INNOVATIONS

The Award for Leader of the Year (Edwina Flynn)



I am absolutely delighted to be recognised as a Finalist for Investors in People Leader of the Year.

It's really special for me as my journey with Wood Innovations began back in 1996, when I joined as the company's first employee.

I have always believed that people are at the heart of any successful business.

For me, leadership isn't about having all the answers. It's about listening, being willing to have the difficult conversations, supporting people and giving them the confidence and opportunity to grow.

Making Work Better means creating a workplace where people feel valued, respected and, most importantly, know that we genuinely care. It's about recognising that everyone has something to contribute and helping them realise their potential.

I am so proud of what we have achieved together at Wood Innovations, particularly our Investors in People Silver accreditation and being named UK Employer of the Year Silver in 2025.

Our RISE values – Respect, Innovate, Safeguard and Empower – reflect what matters to us and the culture we continue to build.

This recognition may have my name on it, but it's very much about the people I have the privilege of working alongside every day.

When we RISE together, we grow stronger.



xpedite

Engineering Excellence Today, For Tomorrow

XPEDITE GROUP

The Award for Best Culture (up to 249 employees)

The Award for Health and Wellbeing (up to 249 employees)

Being named an Investors in People Awards Finalist is incredibly special to us. As an employee-owned SME and a Platinum-accredited organisation for both We Invest in People and We Invest in Wellbeing, this recognition reflects something we've always believed: when you invest in people, great things happen.

At Xpedite, we're proud to be a values-driven business where our people genuinely shape our success. We strive to make work better because our people are our business. Creating an environment where people feel valued, trusted and supported isn't a programme or initiative; it's part of who we are. We believe everyone should have the opportunity to grow, contribute, be heard and share in our success.

Employee ownership gives every colleague a meaningful stake in our future, encouraging collaboration, accountability and a shared commitment to delivering exceptional outcomes for our customers, communities and each other. We invest in developing talent, supporting wellbeing and creating opportunities for people to thrive, both professionally and personally.

This recognition belongs to every member of Team Xpedite. Their passion, ideas and commitment to supporting one another have helped create the culture we're proud of today. Together, we've built a workplace where people can be themselves, reach their potential and make a real difference. That's what makes Xpedite unique, and why this recognition means so much to all of us.



YMCA CHESHIRE

YMCA CHESHIRE

The Award for UK Employer of the Year: Silver 50-249

The Award for Excellence in Building Purpose-Driven Impact (up to 249 employees)

The Award for Young Person of the Year (100+ employees) (Harley Crimes)

The Award for UK Employer of the Year: Silver 50-249

YMCA Cheshire is honoured to be named a Finalist for UK Employer of the Year. For us, this recognition is not simply about organisational achievement; it is about our people. Our mission is rooted in believing in each person's unique potential, and we strive to make work better by creating an environment where people feel valued, supported, listened to and empowered to grow.

As we have expanded our services and more than doubled our workforce, our focus has been on ensuring that growth strengthens rather than dilutes our culture. We have invested in leadership, learning, wellbeing and employee voice to create meaningful opportunities for development and progression. The result is not just stronger services, but careers transformed, confidence built and potential realised.

Being a Finalist is recognition of the commitment shown every day by our colleagues, volunteers and leaders. It reflects our belief that when people thrive, organisations thrive too. We strive to make work better because great workplaces do more than support performance; they unlock potential, build belonging and enable people to make a lasting difference in the communities they serve.





The Award for Excellence in Building Purpose-Driven Impact (up to 249 employees)

At YMCA Cheshire, being named a Finalist for the Award for Excellence in Building Purpose-Driven Impact is recognition of something we believe deeply: purpose achieves its greatest impact when it is translated into action.

In 2025, we launched Valley Brook Campus and our Rough Sleeping Prevention Service, transforming long-empty accommodation into a place where people experiencing homelessness can rebuild their lives. But our ambition was never simply to provide more beds. We wanted to create a pathway from crisis to sustainable independence.

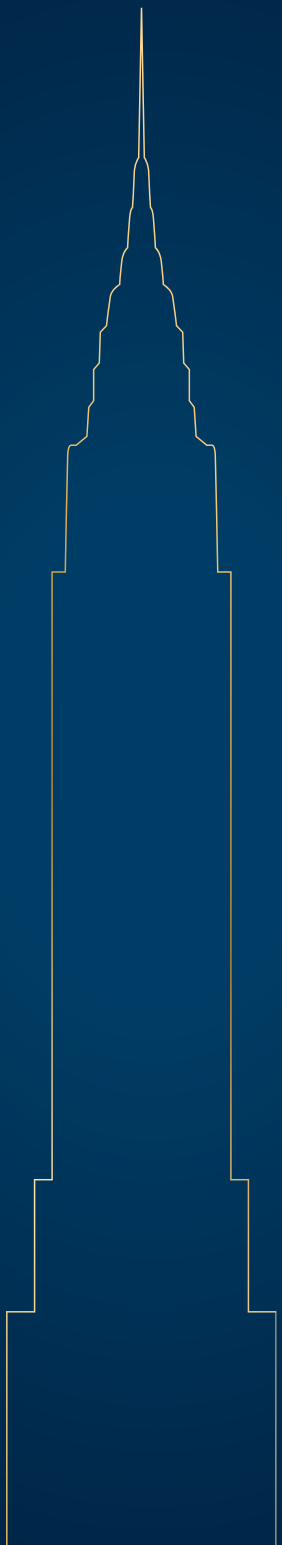
That ambition has been made possible by colleagues, volunteers and partners who share a commitment to helping people belong, contribute and thrive. From preparing homes for new residents to providing specialist support and ongoing move-on coaching, our people have helped turn a bold vision into meaningful change.

Being an Investors in People Finalist celebrates more than an achievement. It recognises a culture where people are empowered to make a difference, where purpose shapes decisions, and where work creates lasting impact for individuals and communities.

We are proud to stand alongside fellow Finalists who are committed to making work better. Congratulations to everyone shortlisted.







INVESTORS® IN PEOPLE

Tel: 0300 303 3033
Email: support@investorsinpeople.com
Website: www.investorsinpeople.com

Investors in People on social media:

https://www.linkedin.com/company/investors-in-people/

@IIP

@investorsinpeople

or write to us at the address below:

Investors in People
167-169 Great Portland Street
5th Floor
London
W1W 5PF

