

## BS 76000 - Human Resource - Valuing People - Management System - Requirements and Guidance

BS 76000 provides a framework for organisations to value people, for the mutual benefit of both parties.

People management standards such as Investors in People (IIP) have been around for a long time now and many organisations have benefited from working within their frameworks. However, the new Management System Standard, BS 76000, looks to go a step further by providing organisations with a people management framework that is backed up by a management system, highlighting how people processes fit into organisational strategy. This holistic approach benefits both employees and businesses by helping to develop and maintain excellent working relationships.

There is always room for improvement in any organisation, and our experience tells us that even those organisations that spend considerable resources developing and engaging their workforce can experience issues with perceptions of fairness or consistency.

BS 76000 aims to address this by offering a structural approach for organisations to develop a management system which can be adapted to meet the specific needs of your organisation.

The BS 76000 standard was developed by experts from industry bodies, employers and unions, and refined by a 100-day public consultation. Care was taken to ensure that senior management was balanced with potential users, those representing workers and small business owners. The result is a standard which applies to organisations of any size, sector and at any stage of maturity.

INSPIRING provides BS 76000 support in addition to our ISO consultancy services, which are delivered by our team of qualified ISO consultants. Get in touch for more information.



The BS 76000 standard recognises that organisations may already be applying its principles. The standard therefore provides an overarching framework which organisations can work with to evidence their commitment to valuing people and continually improving its existing policies and practices.

### BS 76000 provides a framework for:

1. Enhancing organisational resilience and flexibility
2. Developing and empowering people, encouraging employees to feel part of the whole organisation by being able to influence and participate in the development of policies
3. Promoting transparency, accountability, sustainability and effective governance
4. Successfully managing change
5. Improving communications to facilitate and nurture open dialogue
6. Reflecting the organisation's commitment to the principle that people within its influence have intrinsic value

A fundamental requirement of the standard is that workplace culture recognises the value of people, and emphasises the importance of having leaders that actively encourage the development of that culture.



## Themes within BS 76000

### **Context of the organisation**

Organisations need to define: their purpose, their reasons for wanting to meet this standard, stakeholder requirements, the scope of the system to be audited and their management system for valuing people.

### **Leadership (in relation to valuing people)**

Top management commitment needs to be shown through a range of requirements; policy needs to be in place, with clear roles, responsibilities, accountabilities and authorities.

### **Planning**

Organisations must show a risk based approach to setting objectives for valuing people and planning to achieve them. Actions must address risks and opportunities, with consideration given to legal and any other requirements.

### **Operation**

Organisations must show their approach to operational planning and control, demonstrating how this has been implemented. They need to show how management of change and external providers are managed.

### **Support**

Requires resources to have been considered and in place (general, people, infrastructure, environment, knowledge, monitoring and measuring). Organisations need to ensure that they have the required levels of competence. This includes awareness of requirements, communication and documented information within the context of the standard.

### **Performance Evaluation**

Organisations need to evidence that their processes for monitoring, measurement, analysis, evaluation, Internal Audit and Management Systems Reviews are in place and are effective.

### **Improvement**

Organisations need to demonstrate that effective processes are in place for investigation of unanticipated issues, non conformity and corrective/preventative actions. They need to show how the information gathered is used to drive continual improvement of the management system for valuing people.

Features	Benefits
A brand new standard, driven by industry	Improves organisational culture, workplace relationships, job satisfaction and morale.
Provides a framework to create an individually-tailored management system	Greater consistency through a more transparent approach to people management
Acknowledges that everyone at every level is valuable, emphasising the value of your people.	Improves communications through encouraging more open dialogue
The standard applies to organisations of any size, sector or maturity	Impacts on customer satisfaction - happy staff = happy customers
Applies to any organisation that has employees, volunteers, interns or other form of staff.	Increases employee loyalty and retention and attracts talent
Annual surveillance visits to ascertain re-certification	Aids legal compliance with employee related issues
Compliments ISO 9001 management system	Improves the management of equality and diversity and ensures compliance
External assessment leading to certification if successful	Attract more customers by displaying your BS 76000 certification!

## TEAM UP WITH INSPIRING...

INSPIRING can help you work towards achieving BS 76000 certification. Call us on 0800 612 3098 or email [info@inspiring.uk.com](mailto:info@inspiring.uk.com) to find out more.

