

2020 in review

Investors in People

One year on from receiving our Platinum accreditation from Investors in People we met with IiP in December for a review of our last year. After the challenges we have faced this year that no one could have seen coming we continued our commitment to continuously improving our proposition to make Minster a great place to work

IiP were particularly interested in some of our outstanding key initiatives read all about them below.

Agile.

We have allowed people to work outside of regular office hours through the pandemic.

Colleagues have commented on how much they value this approach.



Recognition.

There has been more of a focus on recognising that different teams want to do different things and we are encouraging managers to use their own reward and recognition channels and budgets.

We have really focused on celebrating successes through advertising promotions and secondments in our internal newsletters and stand ups.



Covid-19.

When Covid hit we were able to mobilise everyone to home working within a 48hr period



Talent

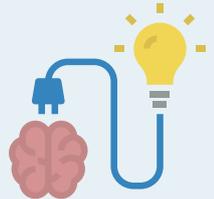
Our new evolution in talent mapping allows us to enable progression of our colleagues and promotes a two way dialogue about how talent is assessed, measured and developed.

Our competency framework has been updated and is a really thorough approach to skills-mapping our workforce.



Development.

Everyone now has a 'personal growth and contribution plan'. This is re-branded from the former PDP. Its aim is to focus on what colleagues will do for the business and what they will do for themselves.



Brand & Digital.

Our transformation programme takes Minster Law from a law firm to a volume digital business.

We have run a significant project on brand proposition and have emphasised our commitment to being a purpose and values-led business with the purpose 'to stand'.



EDI & Wellbeing.

Maintained the various groups and committees that we have in place, adding to this with a refreshed commitment to equality, diversity and inclusion.

We also have a Wellbeing committee and the two committees aim to work together in areas where there is crossover, such as mental health.

2021 focus - We're going to review our Wellbeing strategy against the 'We invest in Wellbeing' framework

