#PeopleCount

People Count 2019

HR and workforce benchmarks for not-for-profit organisations

Association of Mental Health Providers | Charities HR Network | hospice UK | NCVO | nus national union of students | VODG

Agenda consulting

agendaconsulting.co.uk

People Count 2019

What is People Count?

People Count is the not-for-profit sector's annual HR and workforce management study, providing benchmarks with which you can make sound, evidence-based, strategic decisions.

Why take part?

Hundreds of organisations have taken part in the study since it began more than 15 years ago. People Count provides a unique opportunity to:

- Check your organisation's health, by tracking progress over time, and comparing with your choice of similar organisations, as well as the wider sector
- Improve HR processes
- Feed the insight into reports for your senior leadership team.

Key Topics

Composition of Workforce including:

- Management and spans of control
- Gender, ethnicity, disability, age.

Learning and Development and Performance Management including:

- Spend, induction
- Accreditation
- Career planning.

Recruitment and Selection including:

- Recruitment processes
- Turnover, exit interviews.

Absence Management including:

- Percentages of sickness absence
- Occupational and sickness pay.

HR Function including:

- Ratios to employees
- Costs.

Employee Relations including:

- Discipline and grievance
- Compromise agreements, ETIs
- Employee surveys.

Reward Strategy including:

- Pay systems
- Pay audits
- Gender pay gap.

"People Count gives us invaluable benchmarking data with which to compare our own management information and help us make good, valid decisions about the things we need to do to make the RCN an even better place to work"

Andrew West, Human Resources Manager (Reward & Systems), Royal College of Nursing

The Process

A simple, easy-to-follow process, with questions split by topic:

1 **Enter & Edit Data**
2 **View Questions & Data**
3 **Sign Off Data**
4 **Select Your Peers**

Book online: agendaconsulting.co.uk/peoplecount

Reports and Analysis

By taking part in People Count, you will get:

- Data from the most recent financial year
- A choice of peers
- Your own results report with benchmark data
- Sector-wide benchmark reports
- Good practice insight from other participants
- Access to contacts for knowledge-sharing.

In addition, we offer training and support to help you get the most from the study:

- Results Webinar – Hear the People Count 2019 highlights and key findings
- Product Training Webinar – Understand how to best use the reports to interpret your results
- 1-1 Consultation – Explore your results further with a member of our team.

"DEBRA participated in People Count to benchmark our charity within the sector, in respect of our people management. Being able to carry out this benchmarking exercise helps us to identify where we can improve and plan our HR strategy. The ability to choose peers with whom we can compare more specifically, adds value to our participation. We'll be taking part again and I'd recommend the survey to any organisations in the charity sector."

Louise Westphalen, Director of HR, DEBRA

Who takes part?

Organisations from a variety of sectors take part in the study, including:

- Animal Welfare
- Arts/Culture
- Children/Young People
- Civil Rights/Citizenship/ Law and Order
- Economic/Community
- Education/Training
- Elderly/Old People
- Environment/Conservation
- Health Care/ Medical Research
- Heritage
- Hospice
- Housing
- International Development
- Mental Health
- NUS
- People with Disabilities
- Religious/Missionary
- Social Care
- Sports/Recreation
- Umbrella/Resource Body

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Timetable

Bookings welcome	Jan 2019 – May 2019
Questionnaire available	March 2019
Early bird prices expire	26 April 2019
Deadline for completion of questionnaire	31 May 2019
Publication of reports	August 2019
Results and Product Training Webinars	September 2019

Prices

Organisation Income	Member Price* Early Bird	Standard Price Early Bird
<£5m	£320	£355
£5m-£10m	£420	£455
£10m-£25m	£520	£555
£25m+	£620	£655

All prices are subject to VAT.

* Member prices apply to organisations who are members of our partners: AMHP, CHRN, Hospice UK, NCVO, NUS and VODG.

Early bird prices expire on 26 April 2019. After this date, the price will be £750 plus VAT for all organisations.

Find out more

- Join a free weekly webinar February to May.
  Go to: agendaconsulting.co.uk/events
- Visit: agendaconsulting.co.uk/peoplecount for more information, an up-to-date list of organisations taking part, and a list of FAQs.

Terms and Conditions

When booking onto a benchmarking study with Agenda Consulting you are agreeing to these terms and conditions. You will receive an automated email to confirm your booking and, if you choose to pay online, a confirmation of your payment. If you elect to pay by invoice, it will be emailed to you.

Payment

All invoices are payable within 30 days of date of invoice. Please note that non-payment after booking onto a benchmarking study does not indicate a cancellation. No refunds will be issued unless cancellation is made within 30 days of booking onto the study.

Cancellation Policy

Cancellations must be made by email to info@agendaconsulting.co.uk, by telephone to 01865 263720 or in writing to Agenda Consulting, 2nd Floor, 11-12 Cornmarket Street, Oxford, OX1 1HU.

Conditions of Participation

All participants (client) are required to complete the questionnaire. In the event your organisation is unable to complete the questionnaire, no refund will be given. No information will be attributed to individual organisations in any published report, with the exception of good practice examples, which are optional to complete and will only be available to other participating organisations.

The client must nominate a lead user to access the client area within the Agenda Benchmark Database (ABD) and provide Agenda with their contact name, email address, job title and telephone number. Should the lead user change, or additional users be added by or on behalf of the client, the client is responsible for keeping the users and the users' information current.

The client shall ensure that all user information is kept updated and current, including:

- Usernames and passwords where applicable
- Removal of users who no longer require, or are no longer permitted access, to ABD

The client must provide the contact details of one member of staff (name, email address), to be made available to other participants within the Contact Zone* for the duration of the Study, which is up to 3 years. The client is responsible for compliance with the data protection policy relating to the use of its users' personal information in People Count. Should the contact change, the client must inform Agenda, and Agenda will amend the contact information in the Contact Zone within ABD.

*The Contact Zone is a section within the benchmark study and sits in the client area, access to which is password controlled. Organisations' data from their most recent submission from the current and/or previous 2 years is available to select as comparators by other participants in the benchmark study. The contacts in the Contact Zone are there in the event that a participant wishes to find out more about a particular initiative another organisation has undertaken and which is described in the Good Practice Zone. The contact is under no obligation to respond to an approach from another participant.

Please view the Agenda Consulting Privacy Policy - Clients for details on how we process your data.

Agenda consulting

We are a research consultancy helping not-for-profit organisations develop and sustain the highest levels of employee and volunteer engagement.

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