

Ciphr achieves CIPD People Development Partner status

1 year ago



The CIPD is pleased to announce [Ciphr](#) as its latest People Development Partner (PDP), in recognition of its commitment to standards of excellence within its people function.

Ciphr provides modern HR solutions for UK-based organisations, helping people teams to streamline and simplify tasks across HR, payroll, learning and recruitment. Its comprehensive software suite makes HR tasks easier and provides HR leaders with insights to shape their people strategy.

To achieve PDP status, Ciphr participated in a series of CIPD-led workshops, focused on how its people team can use the [profession map](#) to guide their professional development and improve HR practices. Ciphr has aligned its HR practices to the map, including using it to outline the skills, experience and knowledge needed for distinct roles within the organisation.

Ciphr has also rolled out a series of people profession masterclasses, demonstrating a strong commitment to continuing professional development (CPD). Topics include: how to keep pace with AI and technology, the importance of evidence-based practice, and creating an accountable learning and development culture.

Claire Williams, Chief People and Operations Officer, Ciphr, said: “Ciphr is dedicated to professional development, and by aligning HR practices with the CIPD profession map, supporting qualifications, and promoting continuous learning, this will help us ensure excellence and growth within our team and organisation.”

The people team at Ciphr used the CIPD [self-assessment tool](#) to inform their learning, development and performance. Individuals in the people team have achieved various levels of CIPD membership – two have

achieved [Chartered level](#) and one has progressed to [Chartered Fellow](#).

Matt Gofton, Senior Employer Engagement Manager, Employer Solutions, CIPD, said: “It’s clear Ciphre put their people front and centre of all streams of work. They are committed to making Ciphre a great place to work and have demonstrated a commitment to professional development.”

Ciphre is committed to continuous improvement in its people team and over the coming year plans to:

- Support 10 people to gain CIPD level 3 foundation qualification.
- Support a further 15 people in non-HR roles to achieve a level 3 foundation qualification by September 2024, adding value to the customer experience.
- Continue to support entry routes into the people profession through qualifications and apprenticeships.
- Use the outputs of the [CIPD People Impact Tool](#) to inform their development requirements for 2024-25 and partner with the CIPD to deliver this training.

Continue to promote the [CIPD Learning Hub](#) as a development resource for Ciphre people and explore how to make this available to non-CIPD members in the organisation.