

Dutton Gregory Award for Business Excellence Through People

Tate has been established for 22 years and employs six people. Its success begins with the intensive selection of the right staff. Staff are then equipped with the necessary skills to build upon their competencies and develop throughout their career. The business's holistic approach to people development makes it an employer of choice in a competitive industry and provides employees with a clear and attractive career path. This high standard of people management is in turn a key contributor to Tate's success.

Jeremy France Jewellers was established in 1990 is an independent goldsmith and jewellery retailer employing 19 staff. The business offers an entrepreneurship scheme to enable those with a keen interest in goldsmithing to get started on their chosen career path. They receive practical and technical training in a working goldsmith as opposed to a classroom. Judges were particularly impressed by how this business develops and fosters a sense of ownership among staff.

Hotel du Vin & Bistro employs 50 people and has seen the growth and development of staff benefit both the hotel and its customers. The hotel runs a thorough "Best Start" induction programme and gives employees the opportunity to stay as a guest at the hotel to assess the levels of service they receive. This business is dedicated to developing its staff and promoting from within. Last year alone, six staff left the Winchester hotel following promotion to new posts within the brand.

Wet Picnic put the training and wellbeing of their staff at the heart of the company's mission. The management ensure that each member of staff is able to fulfill a multitude of roles within the business, be it theatrical performance or clerical and administrative duties. The company currently employs six people, all of whom are rewarded for their efforts with shares in the company. Judges were impressed by Wet Picnic's unique and experimental approach to people management.