

<p>Equality Diversity &amp; Inclusion</p>	<p>Recognising a service which ensures that opportunities and rights are afforded to all individuals, regardless of their background and identity. This award recognises equality in terms of both staff and people the provider supports.</p>
<ol style="list-style-type: none"> <li>1. Employees work within a culture which has diversity and inclusion at its core.</li> <li>2. Has delivered care which is open and inclusive that meets all needs, aspirations, and expectations.</li> <li>3. The voice of the adult is central to the care provided at all levels within the service.</li> <li>4. Has brought positive change to ensure the service is open to all, regardless of background or identity. To do this they have identified barriers that individuals faced and helped overcome them.</li> <li>5. Has demonstrated initiatives to guarantee equal access to employment at all levels of the service to help diversify both the decision-makers and employees responsible for daily caregiving.</li> <li>6. The service's EDI Code of Conduct and core principles shape the actions of staff at all levels of the service.</li> </ol>	
<p>Innovative Practice</p>	<p>Recognises a service or individual who has addressed specific challenges within their care setting by developing and implementing innovative processes. These may include the use of new technologies or adopting new ways of working.</p>
<ol style="list-style-type: none"> <li>1. Has blended technology successfully with a level of personal contact.</li> <li>2. Tailored communications to families and relatives.</li> <li>3. Highlights good examples of people's recovery and community kindness as a reminder it is good to share good news.</li> <li>4. Uses technology for residents to stay connected with families.</li> <li>5. Has used technology for live streaming e.g., for exercise and entertainment to residents.</li> <li>6. Demonstrates innovative ways of keeping staff safe during their shifts.</li> <li>7. Organised new ways of supporting carers so they can continue to work.</li> <li>8. Has adopted new processes to support organisational efficiency and improve business resilience.</li> </ol>	
<p>Inspirational Leadership</p>	<p>Rewarding exceptional leadership skills. This will go to an individual who has motivated their team to achieve success in a challenging environment. Passionate about the work they do they will have demonstrated tenacity, resilience, and emotional intelligence.</p>
<ol style="list-style-type: none"> <li>1. Chooses to step forward and to lead, even in the most challenging times.</li> <li>2. Acts as a role model that others choose to follow.</li> <li>3. Provides a clear vision for the future.</li> <li>4. Provides inspiration and motivates those they lead.</li> <li>5. Makes other people feel important, valued, and appreciated.</li> <li>6. Sets the pace through their expectations and by example.</li> <li>7. Establishes an environment of continuous improvement.</li> <li>8. Provides opportunities for people to grow, both personally and professionally.</li> <li>9. Cares and acts with compassion.</li> </ol>	

<p>Team of The Year (Large &amp; Small Provider)</p>	<p>For the team that has worked together to overcome recent challenges and have gone above and beyond normal service requirements, making a positive impact on the service that they offer to clients, partners or the wider community.</p>
<ol style="list-style-type: none"> <li>1. Positive impact as a team “tell us your story” who/what was involved.</li> <li>2. There is a good balance of skills, abilities, and aspirations. Team members have a clear understanding of each individual’s role in achieving overall team objectives.</li> <li>3. There are good processes for making, communicating, implementing, and reviewing decisions. There are effective information systems and co-ordination of resources.</li> <li>4. The team trusts the team leader and feels that it is led in an appropriate way.</li> <li>5. People help each other by listening, evaluating, offering ideas, encouraging experimentation, and giving support.</li> <li>6. People express themselves openly and honestly. There is a willingness to work through difficult situations or conflict constructively.</li> <li>7. There is a readiness to be involved and committed. Individuals’ abilities, knowledge and experience are pooled and used by the team. There is acceptance of each other’s strengths and weaknesses.</li> <li>8. ‘Mistakes’ are faced openly and used as a vehicle for learning. Individuals are given opportunities to develop new skills and experience.</li> </ol>	
<p>End of Life Care</p>	<p>This award will go to the team that has demonstrated a rounded approach to end-of-life care that surpasses what might be expected. The judges will be looking at how support is offered not only to customers but to their relatives and the staff that care for them.</p>
<ol style="list-style-type: none"> <li>1. Created a positive end of life experience.</li> <li>2. People are listened to and supported in creative ways to express their needs and wants.</li> <li>3. People’s privacy is respected whilst enabling them to remain part of the life of their community.</li> <li>4. Staff seek holistic and inclusive ways of communicating that support people to achieve independence and personal goals.</li> <li>5. Family members are actively and meaningfully involved with the care and support of their loved one.</li> <li>6. People are actively involved in planning their care and remain in control of what happens to them.</li> <li>7. Staff and relatives also receive support at difficult times and are thus able to effectively support the individual.</li> <li>8. The service recognises the difference between planning for the future and planning to support someone in the last few days of their lives.</li> <li>9. Staff understand their roles in supporting the individual and do so with empathy and compassion, maintaining the dignity of the individual at all times.</li> <li>10. People are supported and enabled to enjoy life regardless of the level of support they require.</li> </ol>	
<p>Ambassador of The Year</p>	<p>To recognise an individual who has acted as an advocate for Health or Social Care, to inspire the next generation of Health and Social Care workforce.</p>

	<ol style="list-style-type: none"> <li>1. Inspirational speaker who inspires the next generation</li> <li>2. Goes above and beyond the ambassador role.</li> <li>3. Adapts to the needs of the students.</li> <li>4. Knowledge and passionate about their career and pathways into the role, progression routes and next steps</li> <li>5. Behaves ethically and always acts with integrity demonstrating Health and Social Care values.</li> <li>6. Acts as a role model that others choose to follow.</li> </ol>
Health & Wellbeing	This award will recognise a team or individual who shows a real commitment to improving the health and wellbeing of their colleagues and/or clients.
	<ol style="list-style-type: none"> <li>1. Demonstrates how the wellbeing initiative(s) was planned, developed, and embedded in accordance with the needs of colleagues and/or clients.</li> <li>2. Evidence that the wellbeing initiative(s) has either directly or indirectly helped to improve the health and wellbeing of colleagues and/or clients.</li> <li>3. Demonstrates equal promotion of both physical and mental health.</li> <li>4. Provides examples of high levels of engagement from colleagues and/or clients.</li> <li>5. Raises awareness of the importance of the health and wellbeing of colleagues and/or clients at every opportunity.</li> <li>6. Evidence of an ongoing commitment to improving the health and wellbeing of colleagues and/or clients.</li> </ol>
The Professional Development Award	Recognising a team member or leader who is an advocate for professional development and has demonstrated a desire to develop both themselves and others for the benefit of themselves, their team, and their clients.
	<ol style="list-style-type: none"> <li>1. Has demonstrated a willingness to learn and develop their own skills and knowledge for the benefit of themselves, their colleagues, and clients.</li> <li>2. Has shown a willingness to support the development of others.</li> <li>3. Has brought about positive change to their team through enhancing theirs, and others skills and knowledge.</li> <li>4. Has been an advocate in proactively promoting and attending learning events such as workshops, online courses, and self-led activities.</li> <li>5. Has demonstrated application of their learning and new skills in the workplace, which has had a positive impact.</li> </ol>