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| Equality Diversity & Inclusion | 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. |
| 1. Employees work within a culture which has diversity and inclusion at its core.
2. Has delivered care which is open and inclusive that meets all needs, aspirations, and expectations.
3. The voice of the adult is central to the care provided at all levels within the service.
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.
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.
6. The service’s EDI Code of Conduct and core principles shape the actions of staff at all levels of the service.
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| Environmental Innovation | Recognises a service or individual who has addressed specific environmental challenges within their care setting and taken innovative steps to reduce pollution, conserve resources, or mitigate environmental impact. |
| 1. Shows original thinking or is a significant improvement on existing solutions.
2. The innovation can be realistically implemented on a wider scale e.g. across teams or in the local community.
3. The service or individual has inspired others to take positive environmental action.
4. The innovation clearly reduces pollution, conserve resources, or mitigates climate change.
5. The environmental benefits of the innovation or individual’s actions can be clearly measured.
6. The innovation can be shown to have a lasting positive impact on the environment.
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| Inspirational Leadership | 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. |
| 1. Chooses to step forward and to lead, even in the most challenging times.
2. Acts as a role model that others choose to follow.
3. Provides a clear vision for the future.
4. Provides inspiration and motivates those they lead.
5. Makes other people feel important, valued, and appreciated.
6. Sets the pace through their expectations and by example.
7. Establishes an environment of continuous improvement.
8. Provides opportunities for people to grow, both personally and professionally.
9. Cares and acts with compassion.
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| Team of The Year(Large & Small Provider) | 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.  |
| 1. Positive impact as a team “tell us your story” who/what was involved.
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.
3. There are good processes for making, communicating, implementing, and reviewing decisions. There are effective information systems and co-ordination of resources.
4. The team trusts the team leader and feels that it is led in an appropriate way.
5. People help each other by listening, evaluating, offering ideas, encouraging experimentation, and giving support.
6. People express themselves openly and honestly. There is a willingness to work through difficult situations or conflict constructively.
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.
8. ‘Mistakes’ are faced openly and used as a vehicle for learning. Individuals are given opportunities to develop new skills and experience.
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| End of Life Care | 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. |
| 1. Created a positive end of life experience.
2. People are listened to and supported in creative ways to express their needs and wants.
3. People’s privacy is respected whilst enabling them to remain part of the life of their community.
4. Staff seek holistic and inclusive ways of communicating that support people to achieve independence and personal goals.
5. Family members are actively and meaningfully involved with the care and support of their loved one.
6. People are actively involved in planning their care and remain in control of what happens to them.
7. Staff and relatives also receive support at difficult times and are thus able to effectively support the individual.
8. The service recognises the difference between planning for the future and planning to support someone in the last few days of their lives.
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.
10. People are supported and enabled to enjoy life regardless of the level of support they require.
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| Ambassador of The Year | 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. |
| 1. Inspirational speaker who inspires the next generation
2. Goes above and beyond the ambassador role.
3. Adapts to the needs of the students.
4. Knowledge and passionate about their career and pathways into the role, progression routes and next steps
5. Behaves ethically and always acts with integrity demonstrating Health and Social Care values.
6. Acts as a role model that others choose to follow.
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| 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. |
| 1. Demonstrates how the wellbeing initiative(s) was planned, developed, and embedded in accordance with the needs of colleagues and/or clients.
2. Evidence that the wellbeing initiative(s) has either directly or indirectly helped to improve the health and wellbeing of colleagues and/or clients.
3. Demonstrates equal promotion of both physical and mental health.
4. Provides examples of high levels of engagement from colleagues and/or clients.
5. Raises awareness of the importance of the health and wellbeing of colleagues and/or clients at every opportunity.
6. Evidence of an ongoing commitment to improving the health and wellbeing of colleagues and/or clients.
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| 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. |
| 1. Has demonstrated a willingness to learn and develop their own skills and knowledge for the benefit of themselves, their colleagues, and clients.
2. Has shown a willingness to support the development of others.
3. Has brought about positive change to their team through enhancing theirs, and others skills and knowledge.
4. Has been an advocate in proactively promoting and attending learning events such as workshops, online courses, and self-led activities.
5. Has demonstrated application of their learning and new skills in the workplace, which has had a positive impact.
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| The Developing Young People Award | This award recognises organizations that demonstrate exceptional commitment to attracting, developing, and retaining young talent within the social care sector. |
| 1. Career awareness initiatives: The organisation actively participate in events, workshops, or campaigns to raise awareness of social care careers among young people and students.
2. Targeted outreach programs: The organisation has specific programs aimed at attracting diverse groups of young people, such as recent graduates, career changers, or those from underrepresented communities.
3. Mentorship and training programs: The organisation offers comprehensive mentorship programs or training opportunities specifically designed to support young people entering social care.
4. Educational partnerships: The organisation collaborates with universities or colleges to offer internship programs, scholarships, or other initiatives that encourage students to pursue social care careers.
5. Career progression pathways: The organisation has clear career progression pathways for young people, providing opportunities for professional development and advancement.
6. Success stories and testimonials: The organisation showcase success stories of young people who have thrived in their social care careers within the organisation.
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