

Innovation and Sustainability	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.
<ol style="list-style-type: none"> <li>1. <b>Environmental Impact:</b> Evidence of measurable reductions in pollution, waste, or resource consumption within the care setting.</li> <li>2. <b>Innovation:</b> Originality and creativity of the approach used to tackle environmental challenges.</li> <li>3. <b>Sustainability:</b> Long-term viability and integration of the initiative into regular practice.</li> <li>4. <b>Scalability and Replicability:</b> Potential for the innovation to be adopted by other care settings or scaled up effectively.</li> <li>5. <b>Staff and Community Engagement:</b> Involvement of staff, residents, and/or the wider community in the environmental initiative.</li> <li>6. <b>Outcomes and Evidence:</b> Clear demonstration of outcomes, supported by data, case studies, or testimonials showing real-world benefits.</li> </ol>	
Inspirational Leadership	This award recognises an outstanding individual who demonstrates exceptional leadership that inspires, empowers, and elevates others—particularly in challenging circumstances. The successful nominee will be someone who leads with purpose, passion, and emotional intelligence, consistently motivating their team to achieve excellence.
<ol style="list-style-type: none"> <li>1. <b>Proactive Leadership:</b> Steps forward to lead with courage and integrity, even in the most difficult situations.</li> <li>2. <b>Authentic Role Model:</b> Demonstrates behaviours and values that others naturally choose to follow.</li> <li>3. <b>Visionary Thinking:</b> Provides a clear, compelling vision that guides their team and drives positive change.</li> <li>4. <b>Motivational Influence:</b> Inspires others and fosters a sense of purpose and enthusiasm within the team.</li> <li>5. <b>Empowerment and Recognition:</b> Makes people feel seen, valued, and appreciated for their contributions.</li> <li>6. <b>Lead by Example:</b> Sets high standards through their own actions and consistently meets them.</li> <li>7. <b>Culture of Growth:</b> Creates a supportive environment where continuous learning and improvement are encouraged.</li> <li>8. <b>Personal and Professional Development:</b> Invests in the growth of others, helping individuals realise their potential.</li> <li>9. <b>Compassionate Leadership:</b> Leads with empathy, kindness, and a genuine care for others.</li> </ol>	
Team of The Year (Large & Small Provider)	This award celebrates a team that has demonstrated exceptional collaboration, resilience, and impact. Whether facing day-to-day pressures or responding to extraordinary challenges, this team has gone above and beyond to deliver high-quality care and support—making a meaningful difference to the people they serve and the wider community.

1. **Positive Impact:** A clear and powerful example of how the team made a difference—what the challenge was, who was involved, and how it was overcome.
2. **Strong Team Dynamics:** A well-balanced mix of skills, experience, and aspirations, where everyone understands and values each other's roles and contributions.
3. **Effective Communication and Decision-Making:** Clear processes for making, sharing, implementing, and reviewing decisions, supported by efficient information systems and resource coordination.
4. **Trusted Leadership:** A team that feels confident in its leadership, where guidance is clear, supportive, and aligned with shared goals.
5. **Supportive Collaboration:** Team members actively listen to each other, share ideas, offer encouragement, and support innovation.
6. **Openness and Honesty:** A culture of transparency where challenges and differences are addressed constructively.
7. **Commitment and Engagement:** A strong sense of ownership and responsibility, where each individual's knowledge, skills, and experience are valued and utilised.
8. **Growth and Learning:** A team that embraces mistakes as learning opportunities and supports ongoing personal and professional development.

#### End of Life Care

This award recognises a team that delivers outstanding, compassionate end-of-life care—going beyond expectations to provide a deeply person-centred experience. Judges will look for a holistic approach that supports not only the individual but also their family, loved ones, and the staff involved in their care.

1. **Creating a Positive Experience:** Thoughtful, respectful, and dignified care that brings comfort and meaning at the end of life.
2. **Listening and Personalisation:** Support that is shaped around each individual's voice, values, and choices—empowering them to express their needs in ways that matter most to them.
3. **Respect for Privacy and Community Connection:** Care that honours personal space while enabling individuals to remain connected to their surroundings and community.
4. **Inclusive and Holistic Communication:** Sensitive and effective communication that supports personal independence and honours individual goals.
5. **Family Involvement:** Meaningful engagement with family members, recognising their vital role and providing them with reassurance and inclusion throughout the journey.
6. **Individual Control and Choice:** Involvement of the person in every step of their care planning, ensuring they retain control over decisions and outcomes.
7. **Support for All:** Emotional and practical support offered not only to those at the end of life but also to their loved ones and the staff providing care.
8. **Thoughtful Planning:** An understanding of the distinction between long-term planning and care tailored for the final days of life.
9. **Compassionate Practice:** Care delivered with empathy, warmth, and unwavering respect for dignity.
10. **Quality of Life Focus:** A commitment to helping individuals enjoy life, no matter the level of support they require.

Community Engagement	Recognises a provider that demonstrates measurable positive outcomes for individuals or groups within the local community as a result of engagement activities.
<ol style="list-style-type: none"> <li>1. <b>Inclusivity and Accessibility</b> – Ensures that engagement efforts are inclusive of diverse populations and accessible to all, regardless of age, ability, or background.</li> <li>2. <b>Innovation in Engagement</b> – Shows creativity and originality in how the provider connects with and involves the community.</li> <li>3. <b>Sustained Commitment</b> – Provides evidence of ongoing and consistent community engagement rather than one-off initiatives.</li> <li>4. <b>Partnership and Collaboration</b> – Highlights successful partnerships with local organisations, volunteers, or community groups to deliver meaningful engagement.</li> <li>5. <b>Resident/Client and Family Involvement</b> – Clearly includes residents and their families in shaping, participating in, and evaluating engagement activities.</li> </ol>	
Wellbeing at Work	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. <b>Impact on Wellbeing:</b> Evidence of measurable improvements in the mental, physical, or emotional wellbeing of colleagues and/or clients.</li> <li>2. <b>Innovation and Creativity:</b> Use of original or creative approaches to promote health and wellbeing in the workplace.</li> <li>3. <b>Inclusivity and Accessibility:</b> Initiatives that are inclusive and accessible to a wide range of people, considering diverse needs.</li> <li>4. <b>Sustainability and Long-Term Commitment:</b> Demonstrated commitment to maintaining wellbeing initiatives over time, not just short-term actions.</li> <li>5. <b>Employee/Client Involvement:</b> Active engagement and participation of employees and/or clients in shaping and supporting wellbeing activities.</li> <li>6. <b>Leadership and Advocacy:</b> Evidence of leadership in promoting a wellbeing culture and inspiring others to take action.</li> </ol>	
Empowering people through person-centred approaches	The nominee demonstrates how they recognise people as experts in their own care, who are best placed to shape plans for their own support. The nominee has a clear strategy based on person-centred care and solution-focused approaches, and they can show how this empowers people who use their services.
<ol style="list-style-type: none"> <li>1. <b>Evidence of Person-Centred Planning:</b> Demonstrates clear examples of involving individuals in designing their own care or support plans.</li> <li>2. <b>Respect for Individual Expertise:</b> Shows how the nominee recognises and values individuals as experts in their own lives and decisions.</li> <li>3. <b>Use of Solution-Focused Approaches:</b> Provides examples of strategies that prioritise strengths, goals, and positive outcomes for the person.</li> </ol>	

4. **Impact on Empowerment:** Clearly illustrates how their approach has increased the autonomy, confidence, or decision-making power of people who use their services.
5. **Consistency and Sustainability:** Describes how person-centred practices are embedded in regular operations, not just one-off initiatives.
6. **Innovation and Adaptability:** Highlights creative or tailored methods used to meet diverse individual needs and preferences.

#### Developing Young People

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.