

# Judging Guidance



# HEAT Award Judging Guidance

The HEE HEAT Awards celebrate education, training, leadership and workforce development at all levels and across all professions who have ultimately improved people's health, the public's experience of the NHS and those leaders who we are truly proud to work alongside.

We asked for nominations for NHS members of staff and those that work in the wider health and care sector who have gone above and beyond their role to make a difference – people who have championed quality improvement; have gone the extra mile to support and motivate their peers on a day to day basis; people whose positive energy spills over into the atmosphere they create; NHS staff who acts as role models and are inspirational leaders for the next generation of NHS staff.

## The Award Categories

### Leadership awards

- Inspirational leader of the year
- Emerging Leader of the year
- System Transformation Champion of the Year (open to individuals and teams)

### Inspirational learners Awards

- Inspirational student
- Inspirational trainee
- Inspirational apprentice
- Inspirational return to practice
- 

### Delivering on our values

- Champion of the NHS Constitution
- Champion inclusivity and widening participation

### Delivering tomorrow's workforce

- Champion of tomorrow's workforce
- Digital and TEL Innovator of the Year
- Inspiring trainee/student educator (open to individuals and teams)

### Organisation awards

- Inspiring place to work and train

### The Nomination

Each nomination is through a supporting statement from the nominator that is submitted through the award portal. The nomination can be no more than 500 words long.

Nominator's are asked to show how the nominee meets the four criteria that are set for that award.

All supporting information should be found in the answer given, there should be no separate evidence.

Judges will be asked to score each nomination between 1 and 100 through based on how well the nomination meets the four criteria the online awards panel

- Meets some expectations – 0-25 points
- Meets most expectations – 26-50 points
- Meets all expectations – 51-75 points
- Exceeds expectations – 76-100 points

### Judging rounds

The **first round** of judging round will ensure each nomination at least meets most nominations. Judges during this round will simply give a pass/fail mark and all nominations with at least two passes will be considered in the second round. This round will run from 8 April until 26 April.

The **second round** of judging will lead to a three-strong short list for each category based on those with the highest scores. The short list will be published and on 20 May. This round will run from 29 April until 17 May.

In this round Each judge will score each nomination out of 100 and the three highest scoring entries will form the short list. Where there are tied results for the three shortlisted the judges for that award will be asked to judge between the tied nominations.

The **third and final round** of judging will be undertaken by a panel of experts from across the sector will determine the final winner for each award. The winners will be announced in July. This round will run from 20 May until 7 June.

Each judge will score each shortlisted candidate out of 100 with the candidate scoring the highest being the winner. In the result of the tie for a shortlisted place in round two or the winner in round three then the judges will be asked to determine between them.

### Judging Criteria

#### NHS Inspirational Leader of the Year

This award is for any member of your organisation who, through their embodiment of NHS values, inspires others to achieve great things.

Do you work with someone who places quality at the heart of everything they do? Are they innovative and value their partners while actively mentoring the next generation of NHS leaders? Are they tireless in changing the system for the benefit of all?

Through their words and actions this person is a role model who understands the importance of developing diverse talent and is determined in their actions to achieve the objectives of their role.

If you know a truly inspirational person who inspires others to great leadership – we want to know.

- **Renowned for putting quality care and patient safety at the heart of service delivery and promoting the values of the NHS constitution**
- **Known for developing their shared vision and purpose.**
- **Influencing and working with a range of partners whilst mobilising and energising others with their vision for change and inspiring confidence in the future**
- **Have a reputation for spotting talent and support emerging leaders with enthusiasm, honesty and authenticity.**

### **NHS Emerging Leader of the Year**

Do you know someone who is growing and developing their career in the NHS whose positive energy and passion spills over into the working environment?

- **Have a clear and continued authentic commitment to developing both themselves and others for the benefit of patient care and demonstrates the potential, ambition and motivation to perform at the next level.**
- **Willingly offer their time and commitment to you/your team in an open, accessible and motivational way.**
- **Have taken their learning and developed themselves and patient services as a result of training or development programmes**
- **Can you show us what innovative approaches your colleague has taken to ensure that their actions directly impact upon both cost effective and quality outcomes for patients, carers and service users and how they reflect the values of the NHS Constitution?**

### **System Transformation champion of the Year (open to individuals and teams)**

The Sustainability and Transformation Plans and Integrated Care Systems and their associated Local Workforce Action Boards provide us with a great opportunity to think more about population health and preventative healthcare, to look at our health and social care system as a whole rather than a group of separate health care providers. The leadership skills required to do this place a much greater emphasis on the ability to work and lead across a healthcare system, building relationships with citizens and across communities, organisations and sectors, using innovation and improvement models to make the service better for patients and sharing best practice.

This award is for individuals/teams who have demonstrated these essential qualities of leading change across systems, demonstrating effective systems leadership

- **Develop effective multi-dimensional partnerships that build effective relationships, collaboration and system thinking and leadership with clear vision and goals aligned to local and strategic drivers between both social and health care and between providers and commissioners**
- **Deliver effective transformation and system leadership with clear action and outcome-focused plans within the local health and social care system that leads to improved levels of care, learning and capacity building through inclusive partnerships.**
- **Contribute to system leadership and partnership within their area through innovation and improvement.**
- **Demonstrates effective and inclusive leadership with strategic and local partners in wider community**
- **Demonstrates effective and inspiring leadership in the local health and social care system with effective governance and accountability to the wider community.**

### **Inspirational Student (undergraduate or post graduate)**

Do you know someone who is currently an undergraduate student studying to work in healthcare or someone who is already working in the sector and who is studying at a post graduate level to enhance their skills and who proves an inspiration for those around them?

The inspiring student award is open to anyone currently studying to work within the healthcare sector but who are not yet employed such as those on full-time undergraduate courses for nursing, midwifery, allied health professions, healthcare scientists, pharmacy, medicine and dentistry. They would also include postgraduate courses such as physician associates and other post graduate courses where the individual is not yet employed in the healthcare sector. Nominations could be made by a fellow student colleague, placement supervisor, manager, educator, a patient or anyone else who is able to demonstrate why they are such an inspiring student.

- **Demonstrates on-going committed to continuous personal development and achieving personal excellence**
- **Inspire colleagues through continually demonstrating a commitment to improving services and the patient experience**
- **They continually demonstrate a commitment to working with colleagues and service users to achieve better, safer and more compassionate care**
- **They continually demonstrate a commitment to living and sharing the values of the NHS Constitution**

### **Inspirational Trainee**

Do you know someone who is currently working in the NHS and is in some form of training who proves an inspiration for those around them?

The inspiring trainee award is open to anyone currently in training (other than those in an apprenticeship) while also employed within the healthcare sector such as doctors and dentists in training at all levels, management trainees and healthcare scientists undertaking the NHS Scientist Training Programme or Higher Specialist Scientist Training, along with other people employed in the healthcare sector who are undertaking postgraduate qualifications relevant to their work. Nominations could be made by a colleague, manager, educator, a patient or anyone else who is able to demonstrate why they are such an inspiring trainee.



- **Demonstrates on-going committed to continuous personal development and achieving personal excellence**
- **Inspire colleagues through continually demonstrating a commitment to improving services and the patient experience**
- **They continually demonstrate a commitment to working with colleagues and service users to achieve better, safer and more compassionate care**
- **They continually demonstrate a commitment to living and sharing the values of the NHS Constitution**

### Inspirational Apprentice

Do you know someone who is apprentice working in healthcare who proves an inspiration for those around them?

The inspiring apprentice of the year is open to anyone currently undertaking an apprenticeship, at any level within the healthcare sector either within a clinical or non clinical role. For example, nursing associates and nurse (and other) degree apprentices can be nominated as well as those in behind-the-scene apprenticeships such as business administration, hospitality or building services. Nominations could be made by a fellow apprentice, colleague, manager, educator, a patient or anyone else who is able to demonstrate why they are such an inspiring apprentice.

- **Demonstrates on-going committed to continuous personal development and achieving personal excellence**
- **Inspire colleagues through continually demonstrating a commitment to improving services and the patient experience**
- **They continually demonstrate a commitment to working with colleagues and service users to achieve better, safer and more compassionate care**
- **They continually demonstrate a commitment to living and sharing the values of the NHS Constitution**

### Inspirational Return to Practice

Do you know someone who has Return to Practice to work in a registered profession within the NHS after a break in their career who is inspirational?

- **Demonstrates on-going committed to continuous personal development and achieving personal excellence**
- **Inspire colleagues through continually demonstrating a commitment to improving services and the patient experience**
- **They continually demonstrate a commitment to working with colleagues and service users to achieve better, safer and more compassionate care**
- **They continually demonstrate a commitment to living and sharing the values of the NHS Constitution**

### Champion of the NHS Constitution

The constitution and the values that underpin it are fundamental to the way we deliver care in the NHS. Do you know someone who exemplifies the values of working together for patients, respect and dignity, commitment to quality of care, compassion, improving lives and that everyone counts these and inspires those around them?

- Lives the values of the NHS Constitution in their day-to-day work in a way that is beneficial to the way care is delivered
- Acts as a role model for other staff and inspires them to live the values of the NHS Constitution
- Their behaviour results in tangible examples of services excellence
- Behaviour results in tangible improvements to service by other areas of the service

### **Champion of Diversity, Inclusivity and Widening Participation**

This award is for any member of your team or organisation who is dedicated to ensuring that inclusivity, equality and diversity lie at the heart of their day-to-day work above and beyond their role and in their belief and commitment to the NHS – its values, processes and behaviours. Celebrating difference and the importance of diversity, inclusion and equality your colleague will act as a role model to those around them, striving toward continuous improvements in equality. This award also aims to celebrate exemplary work to ensure the NHS is seen as a place to work by everyone through widening participation.

- Ensure that services are commissioned, procured, designed and delivered to meet the health needs of all local communities.
- Actively promote equality and celebrate difference, along with the benefits of why an inclusive workforce at all levels is vital to improved patient care.
- Make sure that when at work, those around them feel they are able to 'be themselves' - free from abuse, harassment or discrimination of any kind, going the extra mile to ensure staff from all backgrounds, including the nine protected characteristics, provide the same level as positive feedback as each other. T
- Demonstrate inclusive leadership for equality and inclusion, acting as an ambassador for under-represented groups.
- Actively work to ensure the healthcare sector is a place that is attractive and accessible as a place to work, reflecting the values of the NHS Constitution.

### **Champion of Tomorrow's Workforce**

Ensuring we have the right NHS staff in the right place at the right time is key to helping to ensure we deliver high quality and safe care. Do you know someone whose work is instrumental in meeting this aim?

- Develop new innovative methods and approaches to recruitment
- Develop new skills and expertise within the existing workforce in particular areas (geographic and/or clinical) in innovative and cost effective ways particularly where there are staff shortages
- Develop ways to promote and increase staff retention
- Working closely with partners within the health system to identify current and future needs and develop ways of meeting these
- Develop existing workforce to within existing areas to allow them to meet new challenges

### **Digital and TEL Innovator of the Year**

Technology provides ever more ways of helping us to deliver high quality and safe healthcare. Do you know someone who is using technology, through the use of data and or genomics, artificial intelligence, robotics and or digital technology, and Technology Enhanced

Learning (TEL) in an innovative and effective way to improve the NHS particularly through education and training? Examples of this could be through innovative ideas using simulation-based education (SBE) or the development of digital resources and e-learning, including mobile apps, augmented and/or virtual reality, video; and setting-up technology networks for sharing best practice; producing case studies and the like. Please note the title overview of this award was updated on 8 February to clarify that this could include examples of Technology Enhanced Learning.

- **Use of data, digital technology and technology-enhanced learning to deliver innovative education and training that helps meet current and future workforce needs**
- **Use of data, digital technology and technology-enhanced learning in innovative ways to improve health, transform quality and increase efficiency in the delivery of health and care services**
- **Championing the innovative data, digital technology and technology-enhanced learning across the health and care sector and encourage others to use it**
- **Actively share best data, digital technology and technology-enhanced learning practice across the health and social care system. For example: Have they set-up any active communities of practice? Can they evidence examples of collaborative working? Do they have examples of learning from other industries to enhance the health and social care offer?**

### **Inspiring Trainee/Student Educator (open to individuals and teams)**

Do you know an inspiring trainer/educator (individual or team) who has inspired you and given you the skills and knowledge to deliver high quality and safe care? This could for example be from a high education institution providing healthcare education or an education team within a provider trust. This is open to trainers and educators at all levels including apprenticeships, undergraduates and post graduates.

- **Continually strives to deliver and demonstrably delivers the very best education that meets the future needs of the NHS**
- **Committed to ensuring and promoting the wellbeing of trainees**
- **Fosters life-long commitment to learning and improvement among trainees**
- **Ensures trainees' behaviour reflects the values of the NHS Constitution**

### **Inspiring Place to Work and Train**

Do you work and train in an NHS organisation where there is an outstanding commitment to both ensuring you are fully trained and that patients ultimately will receive the very best care?

- **Show commitment to providing and commissioning high quality care? Eg, have they embedded a culture throughout your organisation of high-quality care and patient safety whilst also ensuring they are using public funds effectively?**
- **Show commitment to the training, education and development and wellbeing of staff at all levels and in all areas**
- **Shows commitment to promoting and enshrining the values of the NHS Constitution within the organisation**
- **Is committed to working with and engaging staff at all levels and in all areas to ensure a truly shared sense of purpose that puts the patient first.**



