



Category information sheet

Best employer of under 50 staff

This award recognises adult social care providing organisations/services that invest in developing the skills and knowledge of their workforce to offer high quality, person-centred care and support.

About the award

High quality, person-centred care and support can only be a reality when the workforce is properly supported. We're looking to identify and celebrate those care providing organisations/services that are leading the way in their approach to:

- recruiting the right people
- developing their staff to meet the needs of the people they support
- demonstrating leadership and management best practice.

Those entering should be able to provide examples of initiatives and excellence in their work and pride themselves on taking a personalised approach to social care services.

Who should enter: adult social care providing organisations/services across all sectors in England that employ less than 50 staff.

How to enter

The Accolades awards are free to enter.

We've prepared this category information sheet to help you put your entry together.

Look too at our entry guide for tips and rules of entry.

Online entries open on Tuesday 7 May 2019.

The closing date for entries is 21 June 2019.

www.skillsforcare.org.uk/accolades

Entry questions (350 word limit per answer)		You may include reference to:	Criteria
1.	How do you/your organisation recruit staff to ensure they are right for the job?	<ul style="list-style-type: none"> ▪ where and how vacancies are advertised ▪ working in partnership with others ▪ the application and selection process ▪ values and diversity. 	Recruitment of staff
2.	What support do you/your organisation provide for new starters?	<ul style="list-style-type: none"> ▪ induction ▪ mentoring and coaching. 	Support for new starters
3.	How do you/your organisation make sure staff have the skills and knowledge required to meet the needs of the people they support?	<ul style="list-style-type: none"> ▪ identifying needs ▪ learning and development opportunities provided ▪ any Skills for Care support used, including funding. 	Skills and knowledge of staff
4.	How do you/ your organisation demonstrate leadership and management best practice?	<ul style="list-style-type: none"> ▪ supervision and appraisal systems ▪ developing a positive workplace culture. 	Leadership and management best practice
5.	How do you/ your organisation plan for the future - making sure that you have the right people in place to meet changing needs and future opportunities for your organisation?	<ul style="list-style-type: none"> ▪ changes to legislation and regulation ▪ workforce and succession planning ▪ supporting people with increasingly complex needs ▪ retaining staff 	Workforce and succession planning
6.	How does your service ensure that technology is used to enhance the delivery of effective care and support, and to promote people's independence?	<ul style="list-style-type: none"> ▪ culture change ▪ staff training and learning ▪ leadership ▪ key elements of introducing change ▪ digital skills ▪ monitoring and evaluation ▪ involvement of families and carers 	Use of technology

Entry questions (500 word limit per answer)		You may include reference to:	Criteria
7.	How do your approaches (outlined in questions 1 – 6) ensure good quality care and support?	<ul style="list-style-type: none"> ▪ Information which quantifies what you do ▪ Individual stories that showcase what you do well 	Providing good quality care and support
8.	What impact has your approaches made to the people you support?	<ul style="list-style-type: none"> ▪ Feedback from people who need of care and support, families and advocates 	The difference being made to the people who need care and support