

# Category information sheet



## Best employer of between 51 and 249 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 social care.

High quality, personalised 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 a personalised approach to social care services.

**Who should enter:** adult social care providing organisations/services across all sectors in England that employ between 51 and 249 staff.

Nomination questions (350 word limit per answer)	You may include reference to:
How do you/your organisation recruit staff to ensure they are right for the job?	<ul style="list-style-type: none"><li>▪ where and how vacancies are advertised</li><li>▪ working in partnership with others</li><li>▪ the application and selection process</li><li>▪ values and diversity.</li></ul>
What support do you/your organisation provide for new starters?	<ul style="list-style-type: none"><li>▪ induction</li><li>▪ mentoring and coaching.</li></ul>
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"><li>▪ identifying needs</li></ul>

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	<ul style="list-style-type: none"> <li>▪ learning and development opportunities provided</li> <li>▪ any Skills for Care support used, including funding.</li> </ul>
How do you/ your organisation demonstrate leadership and management best practice?	<ul style="list-style-type: none"> <li>▪ supervision and appraisal systems</li> <li>▪ developing a positive workplace culture.</li> </ul>
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"> <li>▪ changes to legislation and regulation</li> <li>▪ workforce and succession planning</li> <li>▪ supporting people with increasingly complex needs</li> <li>▪ retaining staff.</li> </ul>
How do your approaches to recruitment, development and leadership ensure good quality care and support? And what difference does this make to the people you support?	<ul style="list-style-type: none"> <li>▪ To the approaches you have outlined in answers 1 -5</li> </ul>