



SCOTTISH CARE'S

Care Home Awards 2025

Awards Category Guidelines

Enter at www.scottishcare.org



1 Ancillary & Support Staff Award

This award will recognise an excellent member of ancillary or support staff (for example, cooks, handy persons, cleaners and co-ordinators). The recipient could also be providing an external service (for example, physiotherapists, chiropodists, administration). Nominees should:

- **Make a significant contribution to the overall care provision**
- **Give an excellent service to residents**
- **Show respect to residents and treat them with dignity**
- **Demonstrate excellence in their job (how)**
- **Use initiative (example)**
- **Take special pride in their work**

This category is open to individuals and teams.



2 Nutrition & Eating Well Award

This award recognises the 'whole home approach' to food and nutrition within the care home, providing recognition to the catering and care staff and nutrition-related activities in the home. The winner will be the person or team that can demonstrate:

- **Providing a worthwhile mealtime experience**
- **Provision of a varied and innovative menu**
- **Positive understanding of the diverse nutritional needs of residents**
- **Provision and promotion of healthy food choices**
- **Maintenance of good standards of hygiene and environmental health**

This category is open to individuals.

Additional evidence must be provided in the form of menus, training plans, photographs and/or supporting statements indicating the initiatives that have taken place to improve and enhance the mealtime experience.





3 Meaningful Activity Award

This award will recognise creativity, commitment and achievement in the provision of meaningful activity programmes in care homes. Nominees should evidence:

- **Ability to provide and give examples of an exceptional range of services**
- **Understanding of individuals' needs for different activities**
- **Ability to demonstrate how residents and/or relatives/carers participate in the development of new activities**
- **Inclusion for people with a range of mental and physical disabilities**
- **Innovation and passion for their role**
- **Examples of how the activities have added to the quality of care and life for residents**

This category is open to individuals and teams.



4 Training, Learning & Staff Development Award

This award will acknowledge the importance of continuous training and learning within care home services. It looks for a person, team or company that has shown:

- **Enthusiasm and determination in identifying training and development needs for themselves or other care staff**
- **Exploring innovative approaches to deliver learning for social care staff and ensuring effective application of training knowledge is put into practice by staff in their roles.**
- **Commitment and achievement in attending, promoting, delivering and/or sustaining training**
- **Examples of identifying strengths and opportunities for continuing professional development**
- **Ability to enthuse and energise staff to attend and request training.**

This category is open to individuals and teams.





5 Emerging Talent Award

This award will recognise an individual who is either new to the sector or has grown in their role to become a shining example of the care home workforce. They could be working in any role, but need to have:

- **Achieved something beyond their normal role requirements/ comfort zone**
- **Made a demonstrable difference since commencing their role (please provide a relevant example)**
- **Shown a willingness to learn and improve**
- **Been a positive example to colleagues within the service or across the sector.**

This category is open to individuals only.



6 Outstanding Achievement Award

This award seeks to celebrate the achievements of individuals living in or connected to care homes, such as residents, relatives, community groups or volunteers. Anyone can be nominated for this award, providing they are not employed by a care home. It will be awarded to an individual or group who have:

- **Overcome difficulties**
- **Tried something new**
- **Accomplished something they didn't think they could**
- **Taken steps to enhance their lives or those of others in the**
- **community.**

This category is open to individuals who access care and support through or engage with a Scottish Care member service.





7 Leadership Award

This award will be given to a member of staff, regardless of level, who has demonstrated effective management or leadership in care homes. Leadership has been especially critical to good quality care and support.

They will:

- **Show vision in developing person centred care and supporting staff to meet the needs of care home residents**
- **Give an example of supporting staff**
- **Show how they keep up to date with the latest information**
- **Demonstrates the development of person-led care**
- **Inspire staff with their own model leadership behaviour, embodying vital qualities such as attentive listening, compassion, equality**
- **Be able to reflect on what could be better and support others to bring about change.**

This category is open to individuals only.



8 Palliative & End of Life Care Practise Award

This award will be given to an individual or a team, that has shown particular commitment to the development of staff undertaking and support of individuals receiving palliative and end of life care (PEOLC).

They will:

- **Demonstrate compassion and excellence in delivering palliative and end of life care**
- **Identify opportunities for partnership working with families and other community and clinical supports**
- **Promote a personalised approach to palliative and end of life care to enable residents to experience care and support tailored to their needs**
- **Provide evidence of their work in PEOLC, for example demonstrating innovation and supporting colleagues and families in a sensitive way.**

This category is open to individuals and teams.





9 Nurse of the Year Award

This award will be presented to an outstanding individual who represents effective nursing practice within the care home environment. They will:

- **Be a dedicated professional nurse**
- **Have the ability to lead by example**
- **Inspire other staff within the home in delivering high quality care**
- **Demonstrate creativity in developing and reshaping nursing care delivery**
- **Act as an example and promotes the benefits of a career in care home nursing**
- **Evidence commitment to continuous learning and development**
- **Show compassion, skill and enthusiasm in their practice**

This category is open to individuals only.



10 Care Worker of the Year Award

This award recognises the significant role of care workers in consistently providing a high-quality standard for people living in a care home. The winner can be a paid care worker of any level and will:

- **Understand and demonstrate treating each person as an individual by giving a personalised service**
- **Work well in a team**
- **Demonstrate effective communication and good record keeping**
- **Help people to be more independent wherever possible**
- **Be aware of personal development and look for opportunities to absorb knowledge and skills**
- **Use initiative (including examples)**
- **Involve clients and their relatives/carers in the development of their care.**

This category is open to individuals only.





11 Specialist Service/Unit of the Year Award

This award will be given to a service or unit within a service that can reflect the specific skills needed to manage and deliver services sensitive to the needs of older people with dementia, other specialist conditions or client groups. The judges will look for:

- **Understanding and demonstrating treating each person as an individual by giving a personalised service**
- **Ability to demonstrate how they have made a difference to individuals through their specialist care**
- **Examples of positive risk taking in good care provision**
- **Passion for improving care/lives of people with specialist needs**
- **Demonstrating excellence and innovation in developing their care provision**

This category is open to services registered to provide care home services.



12 Care Home Service of the Year Award

This prestigious award will be given to an individual service that can prove they are at the forefront of excellent care home provision in Scotland. The winner will be a single service, regardless of the size of the organisation. The winning service will:

- **Provide evidence of sustained excellent practice, innovation and positive risk-taking (including evidence of current Care Inspectorate grades of 5 or 6)**
- **Provide examples of a positive culture within the service, including how residents and families have a voice**
- **Supply testimonials from residents, families, staff, external partners and/or the local authority.**
- **Demonstrate how the organisation is reshaping and responding to national and local policy drivers.**

This category is open to services registered to provide care home services.





Care Innovation Award

This award celebrates exceptional achievements in transforming the care home community, service, and environment. In a time of remarkable challenge within the care home sector, this award recognises an individual or team who has:

- **Evidence of the use of innovative approaches, and a willingness to embrace positive resident -centred practice.**
- **Demonstrated outstanding dedication, creativity, and progress within the care home sector.**
- **Positively impacted the lives of residents, fostering a nurturing environment, and setting new standards of excellence.**
- **Revolutionised the care home environment through the implementation of new processes or creative activities.**

This category is open to individuals and teams.

**For further support with making a nomination,
please contact Scottish Care:**



email: awards@scottishcare.org



web: www.scottishcare.org



telephone: 01292 270240



How to enter

If you are at all in doubt about what is being looked for in relation to any of the Award categories, please get in touch with us. We want as many people as possible to take part in this celebration of the hard work and dedication shown by those who work across the sector.

Entries should be submitted via the Scottish Care website.

You may also request and complete a hard copy entry form. Please email awards@scottishcare.org

Emailed entries typed on A4 paper are acceptable provided they are submitted by email to the above address and the Awards guidance has been followed.

We look forward to receiving your many entries and remember to return all completed entry forms by close of play on Monday 1st September 2025.

Publicity

By entering the Scottish Care Awards, entrants agree to the contents of their submission being used in media releases and event literature.

