

SPOTLIGHT ON.....



Optimo Annual PRIDE Awards

Putting our PRIDE values at the heart of this recognition scheme, nominations will showcase staff who have role modelled our values in a way that has had a positive impact on a service user, colleague, team or the wider organisation.

Nominations are welcome from colleagues, managers, service users and their families, and self-nominations from staff are also accepted.

Between January and August 2024 there will be 3 nomination windows, with each promoting 1 or 2 PRIDE values. Nominations will be reviewed by a panel comprising of members of the Senior Leadership Team, the following month, who will select up to 5 **finalists for each PRIDE category**:

| Nomination Window | Nomination Category | Shortlisting Panel |
|-------------------|-------------------------|--------------------|
| January | Person Centred | February |
| March | Responsive & Innovation | April |
| May | Delight & Engagement | June |

All finalists will receive a gift voucher to the value of £100 and will be invited (with a guest) to attend an awards lunch in September where the winner for each category will be announced. Category winners will receive an award and £250 cash.

From the 5 category winners, an overall 'PRIDE Employee of the Year' will also be confirmed, who will receive a further award and an additional cash prize of £1,000

If you're a service user, a family member, other advocate or member of the wider stakeholder team and are unsure how you can submit a nomination, please let us know by emailing PRIDEawards@optimocare.co.uk for more details.



Nominees who are currently subject to performance, conduct / disciplinary action ARE NOT eligible for progression to the next stage.
Nominees who have previously been subject to performance, conduct / disciplinary action ARE eligible for progression to the next stage if the process and any sanction has concluded / expired.

SLT reserves the right to exercise discretion when considering eligibility where a nomination provides a clear demonstration that the nominees' behaviour or performance has improved / is improving to meet the required standard.