

## Kathleen Ferguson Award for Inclusivity - Group/departmental award

This award has been created to celebrate diversity, equity and inclusion in the workplace. The award is open to **groups of anaesthetists (including anaesthetic departments)** who have delivered an innovative initiative or solution to identify and tackle health inequalities for patients or the promotion of diversity, equity and inclusion in the workplace. Nominees must provide details of demonstratable actions, initiatives or solutions which address **a significant, sustained and embedded contribution to the promotion of diversity, equity and inclusion in the workplace.**

Reviewers will score applications using all six scoring categories, but only the top five scores will be used when the Honours and Awards Committee assess the application.

<b>Clear significance and contribution (1-5)</b>	
Score	Descriptor
1	Aims and contribution unclear and poorly defined
2	(falls between 1 and 3)
3	Some aims and objectives defined but some lack of clarity
4	(falls between 3 and 5)
5	Very well defined aims, contribution and objectives
<b>Measurable beneficial effect to anaesthetic colleagues or patients they serve (1-5)</b>	
Score	Descriptor
1	Limited measurable benefit to anaesthetists and/or patients
2	(falls between 1 and 3)
3	Moderate measurable benefit to anaesthetists and/or patients
4	(falls between 3 and 5)
5	Significant measurable benefit to anaesthetists and/or patients
<b>Transferability to other departments, units and Trusts (1-5)</b>	
Score	Descriptor
1	Local relevance only
2	(falls between 1 and 3)
3	Mainly local effect but some lessons to others
4	(falls between 3 and 5)
5	Highly relevant to others
<b>Evidence of a cultural shift and long-term change created by the initiative (1-5)</b>	
Score	Descriptor
1	Limited evidence of long-term changes
2	(falls between 1 and 3)
3	Some evidence of long-term changes
4	(falls between 3 and 5)
5	Clear evidence of long-term changes and a cultural shift
<b>The sustainability of the initiative (1-5)</b>	
Score	Descriptor
1	Change in practice short lived
2	(falls between 1 and 3)
3	Early change in practice but suggestion that effect weakening
4	(falls between 3 and 5)
5	Evidence of a strong change in practice



# Association of Anaesthetists

<b>Overall strength of the application (1-5)</b>	
Score	Descriptor
1	Reasonable application, lacks clear evidence of demonstratable actions, initiatives or solutions
2	(falls between 1 and 3)
3	Good application, provides evidence of demonstratable actions, initiatives or solutions, but more detail required
4	(falls between 3 and 5)
5	Excellent application, clear and evidenced demonstratable actions, initiatives or solutions. An exemplar for other departments and fully demonstrates a significant, sustained and embedded contribution to the promotion of diversity, equity and inclusion in the workplace