

Kathleen Ferguson Award for Inclusivity - individual award

This award has been created to celebrate an individual **anaesthetist** who has made an outstanding contribution to the promotion of diversity, equity and inclusion in the workplace which improves the culture and/or patient care. Nominees must provide details of demonstrable 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.

Clear significance and contribution (1-5)	
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
Measurable beneficial effect to anaesthetic colleagues or patients they serve (1-5)	
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
Transferability to other departments, units and Trusts (1-5)	
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
Evidence of a cultural shift and long-term change created by the work (1-5)	
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
Has this individual gone 'above and beyond' to make the workplace a better place (1-5)	
Score	Descriptor
1	Has demonstrated an impact to the workplace through their actions
2	(falls between 1 and 3)
3	Has demonstrated a significant impact to the workplace through their actions
4	(falls between 3 and 5)
5	Has changed the workplace in a substantial way through their actions and advocacy to others



Association of Anaesthetists

Overall strength of application (1-5)	
Score	Description
1	Reasonable application, lacks clear evidence of demonstratable actions, initiatives or solutions personally achieved
2	(falls between 1 and 3)
3	Good application, provides evidence of demonstratable actions, initiatives or solutions, but more detail of personal achievements required
4	(falls between 3 and 5)
5	Excellent application, clear and evidenced demonstratable actions, initiatives or solutions of personal achievements. An exemplar for colleagues and fully demonstrates the significant, sustained, and embedded contribution to the promotion of diversity, equity and inclusion in the workplace