

## Recognition Awards criteria

*This is a peer-to-peer nomination scheme, categories are open to nomination from all staff (excluding Heads of Research for the Research and Innovation category only) and will be awarded by a panel of experts from across the University*

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### Learning and Teaching

This award will recognise the significance of learning and teaching practice and shows appreciation for the contributions of an outstanding individual or team who have excelled in their commitment.

This award will go to the individual or team that has best demonstrated some or all of the following criteria:

- Consistent excellence in Learning and Teaching practice
- Evidence of transformational impact on student learning

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### Research and Innovation

This award will recognise exceptional research & innovation with economic, social, cultural, or other public benefit

This award will go to the individual or team that has best demonstrated some or all of the following criteria:

- Pioneering research that has a far-reaching impact and has caught, or has the potential to catch, the imagination of the public
- Innovation in research methods which have had a significant positive impact on the external environment
- Provides evidence of potential benefits which has led to intellectual property or ‘spin-outs’

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### Professional

This award will recognise exceptional passion for working at the University and taking pride in how we are all perceived.

This award will go to the individual or team that has consistently demonstrated some or all of the following criteria:

- Takes personal responsibility for getting things done
- Keeps their professional/specialist skills and knowledge up to date
- Shows consistency between their words and actions and delivers on what they promise
- Builds and maintains strong working relationships whilst getting the best from others through effective communication
- Upholds professional standards in all working practices and relationships
- An ambassador for the University evidenced through positive, successful internal and external working relationships

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### Ambitious

This award will recognise exceptional determination to succeed to make a positive impact whilst aspiring to better themselves, the University, and our students.

This award will go to the individual or team that has consistently demonstrated some or all of the following criteria:

- Has an enthusiastic and positive approach
- The ability to spot an opportunity and take action to do something about it
- Use of all situations as potential learning opportunities
- Self-motivated whilst encouraging others (colleagues) to embrace change

- Working proactively and taking initiative whilst encouraging creative thinking and new ways of working
- Views change as an opportunity for improving and developing work
- Prepared to take calculated risks where appropriate
- Sets stretching goals

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### Inclusive

This award will recognise exceptional contribution to creating a sense of support, belonging and respect and dignity that includes everyone equally without restriction or discrimination.

This award will go to the individual or team that has consistently demonstrated some or all of the following criteria:

- Tailors communication to meet other’s needs
- Values and supports differences
- Champions inclusiveness through consistent behaviours, actions and words
- Carefully considers colleagues and students in all working practices
- Actively seeks opportunities to collaborate and encourages different viewpoints
- Actively participates and contributes to inclusion priorities such as Staff Networks and REF code of practice
- Welcoming and supportive of new colleagues and students

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### Innovative

This award will recognise exceptional originality in thinking about different or more effective ways of working to make a positive difference to the University.

This award will go to the individual or team that has consistently demonstrated some or all of the following criteria:

- Suggests and tries out new approaches and is open-minded to new ideas
- Fosters a culture that encourages others to take acceptable risks in pursuing innovations
- Actively seeks new ideas and approaches from outside the University to achieve positive results
- Develops a new service/product to improve ways of working
- Thinks ‘outside the box’ and works collaboratively to establish a new approach, service, or product
- Encourages creativity in others

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### Partnership

This award will recognise exceptionally strong partnerships with other individuals or teams either internally with staff and/or students or externally with industry, public services, or others.

This award will go to the individual or team that has consistently demonstrated some or all of the following criteria:

- Builds and maintains strong working partnerships either internally or externally
- Works in partnership to deliver outstanding results in either a project, service, or initiative

- Evidence of partnership-working overcoming challenges within a project, service, or initiative
- Develops strong external networks for the greater good of the University
- Collaborates to develop partnerships for the benefit of the local community and wider afield
- Breaks down narrow ‘silo’ thinking to encourage a university-wide or external perspective

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### Student Experience

This award will recognise outstanding student experience by exceeding students’ expectations.

This award will go to the individual or team that has consistently demonstrated some or all of the following criteria:

- Builds positive engagement with students as partners within the University
- Shows continued focus on the student journey and their experience whilst at the University
- Provides responsive and personalised support
- Delivers positive impact to either an individual or a group of students
- Proactively seeks to improve the student experience

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### Enterprise

This award will recognise outstanding and sustained contribution to the University's enterprise agenda.

This award will go to the individual or team that has consistently demonstrated some or all of the following criteria:

- An increased external profile of the University’s enterprise agenda while also demonstrating an economic, social and/or cultural impact
- Supports and develops entrepreneurial mindsets
- Identifies opportunities to generate income or make savings
- An innovative approach in the achievement of commercial success and/or a sustainable development
- Fosters engagement with external partners and/or the community

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### Leadership

This award will recognise great leadership across the University.

This award will go to the individual who has consistently demonstrated some or all of the following criteria:

- Inspires and motivates others around them
- Nurtures an environment where people feel proud, confident, challenged and supported
- Responds constructively to feedback
- Effectively communicates to deliver excellent results
- Promotes collaborative working
- Promotes learning and development activities
- Leads by example and with integrity, while developing strong working relationships with students or colleagues