People Development

**CONSTRUCTING EXCELLENCE WEST MIDLANDS AWARDS ENTRY FORM**

**Please read and understand the criteria and guidelines before completing this form.**

**Guidelines on ‘How to Enter’ can be found at** www.cemidlands.org

**Please remember that:**

1. Information above the specified word limits will not be taken into consideration.
2. Charts and photos should be embedded in the word document where possible (captions are not part of the word count). Total submission length - maximum 15 pages.
3. Appendices will not be reviewed as part of the submission.
4. High resolution images to be included separately
5. Please submit your completed entry form via email to [westawards@cemidlands.org](mailto:westawards@cemidlands.org) by the closing date of **10th March 2023** at midday.

**Category Description:**

**The built environment and the sector is for everyone with people being our greatest asset. This award recognises organisations that appreciate and nurture their workforce to ensure they maximise the value of everyone’s contribution to the business. The more inclusive projects, organisations and the industry are, the better they serve its communities, the better it recruits and retains the most talented people, the greater the commercial success. By creating inclusive workplaces which support people of all abilities through training initiatives, education, mentoring, support networks and innovative programmes, companies can demonstrate a significant impact on the future of their businesses and the wider construction industry.**

Judges are looking for an organisation that is leading edge in the way they support and develop their existing team and attract new entrants into the industry. Exemplary people developers will be to able show judges how they:

1. Invest in training and reskilling or upskilling their workforce. As well as specific organisational action plans to develop or identify EDI best practice within and beyond the organisation.
2. Encourage new talent and entrants, possibly working in collaboration with other organisations.
3. Encourage their employees and supply chain to be more aware of local communities, the environment and the image of the industry.
4. Clearly defined mission statements and strategies to improve Equality, Diversity & Inclusion, and for those to be widely disseminated (within & beyond the organisation) to demonstrate commitment and perhaps encourage collaboration. In EDI mature companies, diversity, equality, and inclusion permeate the company’s mission, strategies, and practices in ways visible to the entire organization.
5. Can evidence a development strategy with monitoring and measurement of achievement and effect to include measuring and reporting progress and improved performance on EDI – where possible appropriately benchmarked to demonstrate ‘top quartile’ performance.

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| **Entry Checklist:**   1. **Completed entry form** – low resolution images can be embedded to support your entry. 2. **Logos** – for all key parties that should be recognised for the award (original .eps files). 3. **High resolution images** (print quality) – up to 5 photos to be included in a separate folder   **Contact:** Tom Carpenter on 07860 861394 or westawards@cemidlands.org.uk |

**Further guidance:**

**The Constructing Excellence Awards ‘recognise the best and inspire the rest’**

**What makes your submission special?**

We want to know if you are doing something new or different **or** doing something common to the industry but better than anyone else. It could be how you manage a specific process or a wide-ranging programme. It doesn’t need to be technologically cutting edge, but it does need to be exemplary.

**Can you demonstrate real benefits?**

We want data. You needn’t submit all your data, but we need to know that you have changed or achieved something through some measurable information. Did you do it better or with increased satisfaction to your clients?

**Is it honest?**

We are not looking for marketing information. We want real stories which give an honest summary of all the issues that you have overcome to deliver.

**Address the category criteria and make sure the judges understand:**

**Actions:** What actions were taken to deliver outstanding outcomes?

**Impact:** What results were achieved and what evidence can you provide?

**Lessons learned:** What lessons have been learned through this work and how have they been shared?

**Good luck!**

The West Midlands Awards team

People Development

**CONSTRUCTING EXCELLENCE AWARDS ENTRY FORM SECTION 1 OF 2**

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| **Entry name** |  |

Maximum 70 characters (with spaces). This name will be on the award if successful.

**Applicant’s contact details:**

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| --- | --- |
| Name |  |
| Organisation |  |
| Email |  |
| Telephone |  |
| Address |  |
| Postcode |  |

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| --- | --- |
| Type of organisation | e.g. housing association, developer, government department, contractor, consultant |
| Number of staff |  |
| Company turnover |  |

**IMPORTANT:** Logos – please supply HIGH QUALITY **.eps** or **.jpeg** logo files for all organisations mentioned.

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**CONSTRUCTING EXCELLENCE AWARDS ENTRY FORM YOUR SUBMISSION │ SECTION 2 OF 2**

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| 1. **Summary** (**max. 500 words**)   \* Please provide a **clear summary** of all key messages and aspects of the submission. This section will be used for marketing purposes. A clear and full answer ensures we showcase your project effectively. \*  **Guidance questions:** What makes this submission a winning entry? Why do you think this work stands out from the crowd and how do you suggest we share this with the industry? |
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| 1. **Background:** Describe the circumstances or challenges faced in relation to this entry. (**max. 250 words**) |
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| 1. **How do you invest in training and reskilling / upskilling your workforce?** (**max. 250 words**) |
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| 1. **How have you encouraged talent and performance, and sought this among new entrants?** (**max. 250 words**) |
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| 1. **How do you encourage employees and suppliers to be better benefactors within local communities, improve the local environment and promote the industry’s image?** (**max. 250 words**) |
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| 1. **How does your organisation promote diversity and how are inclusive policies and practices embedded in development planning and business strategy?** (**max. 250 words**) |
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| 1. **Which elements of your people development strategy do you monitor, what have your results told you and how do you use this information to inform your future work?** (**max. 250 words**) |
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| 1. **3 winning facts about your submission**   Ensure you highlight 3 **key** achievements. This may be published by Constructing Excellence West Midlands. | |
| **1** |  |
| **2** |  |
| **3** |  |