



ENTRY FORM

Equity, Diversity & Inclusion

Before you complete the entry form please take a moment to read through the below information carefully as it contains important information regarding your entry such as, deadlines, word limits and details about what will happen if you are shortlisted for your category.

Eligible: Any RCM member midwife, student midwife, maternity support worker or Higher Education Institution staff

Individual or team category: You can submit an entry for either an individual or for a team

Entry or nominated: Entrants can either self nominate or submit a nomination for a colleague

Category description: This award is looking for an individual or team within maternity services who has provided an exemplary commitment or outstanding contributions to champion, diversity and inclusion within maternity services for service users or staff. The individual or team has demonstrated an outstanding achievement or improvements in outcomes, inequalities, disparities or lived experiences. This can be demonstrated through professional service delivery, quality improvements, role model, research, teaching, staff networks, activism, mentoring, curriculum transformation, coaching, innovations and/or a combination of creativity in these fields for equity. The award is particularly looking for how this work or its implementation has contributed to positive changes, improvements of racial injustice and sustainability of inclusivity of those with other protected characteristics within maternity services for workforce or service users.

The judges are looking for:

- A contribution over and above to support, nurture, inspire and assist colleagues
- Understanding of the impact that conscious bias, unconscious bias, prejudice, disparities and discrimination can have on either/or the delivery of high quality maternity care towards those from Black, Asian Ethnic backgrounds and/or with protected characteristics
- Evidence of the respect and admiration of colleagues with lived experiences
- A champion for change in cultures, attitudes and behaviours that improve either the experiences or outcomes for Black, Asian, Ethnic maternity service users, staff or within Higher Education Institutions
- Evaluation of impact of project including sustainability, transferability and lessons learnt. There is clear evidence of the implementation process and partnership benefits for Black, Asian or Ethnic communities and/or staff

Please note: all entries must be submitted online via the RCM Awards website: www.rcmawards.com

Submission Rules:

In order to ensure a smooth and efficient entry process we ask that you follow some simple rules:

- Your entry form **must be anonymous**. If the judges are able to identify your entry, it may be disqualified.
- The word count for entries is **750 words** (This includes all sections of the entry form). References are not included in this word count. If your entry does exceed this word limit you run the risk of being disqualified.
- Make sure that you are completing the correct entry/nomination form for your category.
- Select categories allow the entrant to supply supporting documentation. If this applies to your category please supply it as a separate document and limit it to 3 single sided A4 pages.
- You must complete the official entry form. Other documents cannot be accepted.

What happens next?

- The shortlist will be announced in March 2023. All entrants will receive an email notifying them when the shortlist is announced.
- All shortlisted entrants are expected to attend an individual judging day to present their project to a panel of judges. Please note that the RCM cannot reimburse or cover midwives' travel and/or accommodation costs to attend the interview days or the awards day.
- A maximum of two complimentary tickets will be provided for each shortlisted entry for the named entrant, or entrants, or nominated entrant and their nominee to attend the RCM Awards event held on 19 May 2023 in London.

***PLEASE DO NOT INCLUDE YOUR NAME OR NHS ORGANISATION NAME ON THIS FORM. THIS ENTRY MUST BE ANONYMOUS**

SUMMARY OF ENTRY *(Approx 100 words)*

PROVIDE EVIDENCE OF A COLLECTIVE AND SUPPORTIVE APPROACH TO CHALLENGING UNCONSCIOUS BIAS OR PREJUDICE IN EITHER SERVICE PROVISION OR WORKING CULTURE

DESCRIBE HOW THE NOMINEE(S) PROMOTES EQUITY, DIVERSITY AND INCLUSION IN THE MIDWIFERY PROFESSION AND HOW THIS IS DEMONSTRATED WITHIN YOUR SERVICE & HOW IT HAS BEEN RECEIVED BY THEIR PEERS

DEMONSTRATE THE IMPACT THAT THE NOMINEE(S) CONTRIBUTION TO TACKLING EQUITY, DIVERSITY & INCLUSION HAS HAD ON THE EXPERIENCES AND OUTCOMES FOR WOMEN AND FAMILIES

EXPLAIN HOW THE NOMINEE HAS CHANGED THE CULTURE IN YOUR WORKPLACE AND HOW THEY HAVE INSPIRED OTHERS