

| Award Category        | Finalist          | Service                   | Geographic Area     | About the finalist  | Quote from finalist  |
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| Emerging Talent Award | Jacqueline Speirs | Jewish Care Scotland      | East Renfrewshire   | Jacqueline joined Jewish Care new to the social care sector but she immediately adapted to the flexible service delivery, working within both building-based service and delivering care at home in a lone working role. She has provided essential support during extremely challenging circumstances and has shown willingness to complete her SVQ3. With a pro-active approach and ability to balance her existing workload, Jacqueline has shown an eagerness to take on additional development opportunities such as becoming a Mental Health First Aider – a valuable support to colleagues as well as the people she supports. |  |
| Emerging Talent Award | Donna Brown       | Alltogether Care Services | West Dunbartonshire | Donna joined the service in October 2022 and her love for helping others has always been in her blood. She is a regular volunteer and has shown that she has what it takes to be an outstanding carer and from day one has been invested in the role – she listened, learned and stood out by participating in anything the organisation has been involved with. Donna is keen to share information with the wider team which she feels may benefit others including events which has resulted in service users   | “ I am surprised but thrilled to be chosen as a finalist for the Scottish Care, Care at Home and Housing Support Awards 2024”. |

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|                       |                  |                        |                             | attending these events due to Donna staying connected with the Golden Friendship and sharing information.  |  |
| Emerging Talent Award | Victoria Procter | Plus Homecare Ltd      | Glasgow & East Renfrewshire | Vicky has gone above and beyond to ensure service delivery at the highest level and will actively cover shifts when staffing levels are problematic and rises to the challenge whatever that may be. A reliable, dependable and caring individual, Vicky ensures training and support is available for staff which has allowed the service to grow and the staff know they can count on her when the need her despite recruitment and retention challenges. Vicky also ensures that staff are trained to help deal with more complex care needs and ensures that this is delivered in the best way possible. |  |
| Emerging Talent Award | Ellie Frizzell   | Coast Care and Support | West Lothian                | Ellie has worked in the care sector since the age of 17 and during that time, she worked through the Covid-19 pandemic whilst pregnant, to ensure her clients received the best care possible and returned from maternity leave early to continue to support clients during staff shortages. A professional and compassionate individual, Ellie has been there for clients at their most distressing moments and supported them and their families during very difficult circumstances. Without a doubt, Ellie has shown a positive  |  |

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|  |                  |  |                           | example to not only her colleagues but to the care sector as a whole.  |  |
| Care Services Coordination/ Administration Award | Michelle Goodwin | MycCare Taysidw                        | Angus/Tayside             | As a Care Co-ordinator, Michelle has been with MyCare since 2015 – initially as a care worker before moving to her current role in 2018. Michelle has impressed with her attitude and determination in this role which has added pressures due to the rural location she works in although this hasn't phased Michelle. She has set up new runs to help manage unmet need and has developed fantastic working relationships with other professionals. Michelle has become one of the Team's most promising staff members and her attention to detail is outstanding along with exemplary service delivery. |  |
| Care Services Coordination/ Administration Award | Eilidh Maclsaac  | Home Instead SUR Group – Glasgow South | Glasgow/East Renfrewshire | In her role as a Care and Service Coordinator at Home Instead, Eilidh exemplifies an extraordinary level of empathy, dedication, and commitment to enhancing the well-being of her clients. Despite initially having limited experience in the field of Care at Home upon joining Home Instead, Eilidh's clarity of vision set her apart as a truly exceptional Care Service Coordinator. She introduced a new standard of collaborative working within our organisation, elevating our level of service delivery. Eilidh consistently   |  |

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|  |  |  |                       | ensures that every client receives exceptional care tailored to their individual needs.   |  |
| Care Services Coordination/ Administration Award | Elaine Couplan                           | Aspire Housing and Personal Development Services – Support Hub | Glasgow               | Elaine has been a force for good - both for the people the services support and for the employees that support them. Elaine really stands out in her role as a leader for positive change in a time where morale and staff turnover have been so impactful across the industry. From improving employee benefit schemes, to going over and above to ensure that new, current and leaving employees are treated with fairness and compassion. She has also grown in her role, taking on a trustee role and becoming an important voice for developing and moving the organisation forward. |  |
| Care Services Coordination/ Administration Award | Fiona Arnott, Angela Reid, Jackie Dillon | Visiting Angelz  | Paisley, Renfrewshire | The organisation received the Living Hours accreditation from Living Wage Scotland – the first social care organisation to be awarded this – made possible by the excellent work the 3 coordinators carry out. This ensures service users have scheduled visits by the same team members and that all staff know when they work, where and then plan ahead to achieve a good work life balance. With an in-depth knowledge of their staff team has probably contributed in no small part to the fabulous retention rates and has  |  |

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|                     |                                 |                           |                     | allowed the service to become more diverse.   |  |
| Care Learning Award | Justin Rusk                     | Alltogether Care Services | West Dunbartonshire | Justin's approach to learning and development transcends the conventional, earning him widespread recognition from both the Care Inspectorate and the Scottish Government. He has an unwavering commitment to continuous improvement which has contributed to the service's attainment of high grades, denoting excellence. Justin demonstrates a profound understanding and personal investment in each staff member ensuring he knows how they tick and he embodies the ethos that training should not only be compliant but also serve as a catalyst for personal and professional growth. | " I am surprised but thrilled to be chosen as a finalist for the Scottish Care, Care at Home and Housing Support Awards 2024". |
| Care Learning Award | HR & Workforce Development Team | Highland Home Carers      | Highland            | The Adult Social Care Academy, established in 2022, is an employee-owned social enterprise that has grown its capacity to deliver a range of learning opportunities to both HHC colleagues and the wider sector. The Academy was accredited as a SQA centre in 2023 and the HR & WD Team currently support 18 colleagues through their SVQ. The Team have been supportive of businesses who were at risk due to skilled but   |  |

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|                     |                                  |                        |  | unqualified care practitioners possibly leaving the sector as some were unsure about entering the world of SVQs. The service provides high quality learning and development, improving operational excellence throughout the Highlands.   |  |
| Care Learning Award | Group Training & Compliance Team | Home Instead SUR Group | South Ayrshire, Glasgow, Stirling & Falkirk, Perthshire, North Lanarkshire, East Lothian & Midlothian, and Aberdeen. | Providing an extensive range of training across 8 group office throughout Scotland, the work achieved is reflected in the high standards of delivery to the service's clients. Training is delivered at 2 bespoke training centres, ensuring a suitable dedicated training space. Following the Covid 19 pandemic, the company revised its approach to training and by upskilling management and training staff and creating a curriculum of learning content and career pathways, this has helped to drive real change across the sector which is continually adapted and updated to ensure all guidelines are adhered to. |  |
| Care Learning Award | Carlene Edwards-Colley           | Home Care Scotland     | Highland   | Throughout her 10 years in the sector, Carlene has remained true to her intrinsic and fundamental belief in the value of caring for someone in their own home and the integral nature of training and development for all the staff, from front line through to back office at all stages in their careers. Carlene's background in the armed   |  |

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|                  |               |                                 |                                  | forces ensures she is diligent, methodical, hardworking and capable, with a resilience and determination - critical for working in the sector. The application of her skills into the role of HR and Training manager has ensured she is cherished and highly respected by both her internal colleagues and external partners, and of course the service users and their families.  |  |
| Leadership Award | Jane Perry    | Bluebird Care                   | Ayrshire/Edinburgh/Glasgow South | A dedicated professional, Jane has been co-owner of Bluebird Care for 16 years. Jane excels in her receptiveness to others' perspectives and her leadership is decisive with a character and demeanour that endears her to others. She has demonstrated foresight in developing person-centred care approaches and recognises the importance of customising care plans to meet customer's unique needs and preferences. Jane has vision and her desire to integrate effective communication into the service's ethos has prominently showcased her leadership skills in every way possible. |  |
| Leadership Award | Leanne Spiers | Ayrshire Care Solutions Limited | East Ayrshire                    | Leanne joined the company in November 2021 and was soon promoted to the post of Service Manager in April 2022. A valuable member of the Team, she is professional but with a cheerful can-do  |  |

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|                  |                   |                        |   | attitude encompassing the highest standards of care and support, delivering to individuals, families/carers and colleagues every day. Leanne has been a stabilising force but with a calm presence and has led many changes in the organisation despite the pressures faced. Everything Leanne does is underpinned by compassionate care for individuals and for those she works with.  |   |
| Leadership Award | Lesley Ballingall | Home Instead SUR Group | South Ayrshire, East Ayrshire, East Renfrewshire, Glasgow City, East Dunbartonshire, North Lanarkshire, Falkirk, Stirling, Midlothian, East Lothian, Perthshire, Aberdeenshire and Aberdeen City. | Lesley's journey with Home Instead began in 2018 when she joined the Glasgow North office after a brief hiatus from the care sector. With over two decades of experience in various supported living roles with national companies, Lesley's return brought a wealth of knowledge and expertise to the team. Her leadership and management skills quickly became evident with her ability to motivate and inspire others leading to significant growth within her teams, culminating in her promotion to General Manager. Lesley's unwavering dedication, exemplary leadership, and strategic vision have been instrumental in driving the organisation's success by improving the quality of care. |   |
| Leadership Award | Suzanne Gribbon   | HRM Homecare Ltd       | North Lanarkshire, South Lanarkshire, Falkirk   | Suzanne, a Senior Care Officer at HRM Homecare Services, embarked on her journey with the company in 2018. She  | HRM Homecare are proud and delighted to |



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|                               |               |                          |         | <p>arrived with a plethora of care qualifications, continually augmenting her expertise, including attaining the prestigious Institute of Leadership and Management award. Suzanne has fostered a positive environment for everyone instilling the team the importance of person-centred care, readily embracing necessary changes along the way. Her leadership style centres around individual needs, and effective communication, cultivates a highly motivated team dedicated to fulfilling service users' requirements and driving positive change within the social care sector.</p> | <p>announce Suzanne Gibbon, from our Wellness Team, has been nominated for the Leadership Award at this years Care at Home &amp; Housing Support Awards 2024. "I am delighted to have been nominated and look forward to an evening celebrating people working in social care" said Suzanne</p> |
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| Care Worker of the Year Award | Lesley McNeil | Call-In Homecare Glasgow | Glasgow | <p>As a lone worker who works with the service's most vulnerable people, Lesley has been with the organisation for over 20 years! During this time, she has built good caring and loyal relationships with service users and families which has encouraged people to stay with the organisation knowing that they are well cared for. Lesley ensures she is up to date with all the necessary skills and knowledge to be the best carer that she can be and to achieve continuity of care and professionalism. An upbeat and</p>   |   |

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|                               |                 |                              |                     | positive individual, this is proven in her work and how she approaches many difficult situations and the service are proud to have her work in their branch of Call-in homecare.   |  |
| Care Worker of the Year Award | Rebecca Ritchie | Call-In Homecare Lanarkshire | Lanarkshire         | Rebecca works in the service's north area and has always shown initiative in how she cares and is always keen to research ways that she can benefit her clients. Currently taking driving lessons, with a view to assisting even more clients than she already does. Rebecca understands the need to check in with the office for updates regarding her clients and shows a willingness and proactive approach in her care. An outstanding worker who is well respected by her colleagues and clients alike and has been known to pick up work on her days off to support the service, going the extra mile to ensure clients are fully supported. |  |
| Care Worker of the Year Award | Annmarie Casey  | Alltogether Care Services    | West Dunbartonshire | A care journey that began at the age of 18, and dedicating her work life to helping others, Annmarie was initially drawn to the organisation by her daughter who had a positive experience of working there. Despite her schedule, she embraces a double shift work pattern, which showcases her tireless commitment to responsibility, and actively seeks out new opportunities to enhance the life   | " I am surprised but thrilled to be chosen as a finalist for the Scottish Care, Care at Home and Housing Support Awards 2024". |

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|                               |  |               |                   | of her clients. Annmarie's career path epitomizes resilience, adaptability and an unwavering commitment to service and with each passing year, her commitment only intensifies which underscores her status as a beacon of compassion and dedication within the care sector.  |  |
| Care Worker of the Year Award | Tanzeela Majid                         | Bluebird Care | South Lanarkshire | Tanzeela cared for her grandmother from the age of 16 and possibly, is where the roots of her career in care took shape and she has also volunteered with Macmillan Cancer Support. She has also recently started to help with a homeless project in Glasgow as part of her serving the community during Ramadan. Tanzeela responds to various challenges and although she initially wanted to train as a nurse, she also saw the value and strengths in social care and wanted to stay on board to make a difference. Her career path has accelerated as a result and through her compassion and concern for others has led to early promotion, firstly to Senior Care Assistant and now Field Supervisor with additional responsibilities for supervising and training staff. |  |
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| Outstanding Achievement Award | To be announced at the awards ceremony |               |                   |   |  |

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| Care Innovation Award | Fife's Care at Home Collaborative | Fife Care at Home Providers | Across Fife         | During the years of the Covid pandemic, the collaborative have continued to work in partnership and shown true collaboration, which has improved the working lives for staff, supported the managers /owners and improved the lives of service users in all the organisations involved. By working together formally creating a stronger, collaborative organisation, it has also created an equal environment where providers work together, sharing best practice, supporting each other and creating a sustainable sector for the future. Acting as a Collaborative creates space for organisations to explore potential of levelling up working conditions for staff, strengthen resilience and look at fair working. |  |
| Care Innovation Award | Alltogether Care Services         |                             | West Dunbartonshire | By transforming the way they deliver services, Alltogether Care Services continue to think of new creative ways to positively impact the people they support and the wider sector. With a focus on developing leaders, they have created a nurturing environment and achieved goals and outcomes for staff and their supported people. They have also established their own training academy in recognition of the staffing crisis aiming to upskill individuals from various industries to transition to the   | " We are surprised but thrilled to be chosen as a finalist for the Scottish Care, Care at Home and Housing Support Awards 2024". |

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|                       |  |  |                            | care sector. A huge achievement and amazing innovative work!  |  |
| Care Innovation Award | Recruitment Team Scotland                      | Clece Care Services                        | Scotland-wide              | Covering large areas across Scotland, the recruitment team have made a huge impact on Clece Care's service team and service users. They have enabled the service to grow at an impressive rate and now support over 2000 service users in a person-centred way and changed the narrative in what makes a great care assistant. A dynamic team that constantly work to support one another and the service, the whole team have experience within different health and social care settings, meaning each of the team have a sharp eye for seeing the potential in people that they may not be able to see themselves. Without creating a strong pipeline of candidates and welcoming new staff into the business, the organisation would not be able to provide such a brilliant service! |  |
| Care Innovation Award | Dumfries & Galloway Care at Home Collaborative | Dumfries & Galloway Providers & HSCP Staff | Across Dumfries & Galloway | In order to manage the challenges of delayed discharge and staffing issues, the collaborative was formed and committed to a 12 month test of change to address these issues. With 10 independent providers and HSCP staff, a space was provided for discussion, development and testing of new ways of working and brought about a culture shift. The end of the 12   |  |

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|                           |                            |                     |           | month test of change saw many changes and since it finished in October 2023, DGHSCP has agreed to continue 'payment on planned' and the Care at Home Collaborative continues to work together to address ongoing issues.   |  |
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| Technology & People Award | Baillieston Community Care |                     | Glasgow   | With importance on expanding, developing and improving services to the people they support, Baillieston Community Care are a leading not for profit organisation which provides a range of services and, as part of their expansion, have included the Care Technology Project. The Care Technologist role has been piloted and based in the service and included the implementation of technology devices into service user's homes. Although, initially sceptical, the service began to see the difference that technology was making to their everyday lives and they have embraced the changes which has allowed the organisation to achieve the highest standards of care possible. |  |
| Technology & People Award | Operations Team            | The Good Care Group | Edinburgh | The Good Care Group are very aware of how technology can be used to support the people they care for and who work with them. Care planning is about taking a person centred approach, and as such created a digital system where after an initial meeting or review with Care Managers, their care plan is then  | " I am surprised but thrilled to be chosen as a finalist for the Scottish Care, Care at Home and Housing Support Awards 2024". |

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|                            |  |   |                             | sent to them via a bespoke care management system. This ensures all information is as up to date as possible and allows for changes to be made timeously and information is shared as needed. This has been very well received by clients, and really supports them to have autonomy and transparency of their care plans.  |  |
| Technology & People Award  | Saran Bhart  | Bluebird Care Inverclyde & Renfrewshire | Inverclyde & Renfrewshire   | Saran understands technology plays a crucial role in the care sector and has discovered that technology allows for improved communication and collaboration amongst healthcare providers and clients. By using technology, Saran has allowed healthcare providers to deliver more personalised care and brought numerous benefits to clients by increasing efficiency and improving customer care. Saran has harnessed the power of technology which has allowed the service to transform the way they deliver care and ultimately, leading to better outcomes for their clients. |  |
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| Provider of the Year Award | Home Instead SUR Group – South Ayrshire & Kilmarnock |   | South Ayrshire & Kilmarnock | Providing companionship, home help and personal care services, Home Instead has distinguished itself over the last 4 years as a solid, reliable and progressive service. The service has been recognised with numerous awards for outstanding care quality,   |  |

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|                            |                           |  |                     | employee and client satisfaction, and surpassing growth targets, and operates on the principle of 'Continuity and Consistency'. By carefully matching care professionals to clients with minimum one-hour visits, this has led to sustained growth through a responsive referral and enquiry scheme. Delivering relationship lead care through continuity of care is embedded in all aspects of business development.   |  |
| Provider of the Year Award | Alltogether Care Services |  | West Dunbartonshire | Working across five localities, Alltogether Care Services provide care and support to people living in their own homes with complex needs. By implementing technology this allows them to offer responsive and person-centred care support and their efforts have been recognised during an unannounced inspection which awarded excellent grades. On the back of this amazing achievement, they have now rolled out their own quality improvement model with the sole intention of capturing people's experiences, by listening to staff, services users and families. | " We are surprised but thrilled to be chosen as a finalist for the Scottish Care, Care at Home and Housing Support Awards 2024". |
| Provider of the Year Award | Jewish Care Scotland      |  | East Renfrewshire   | By adapting to the changing dynamic brought on by the Covid pandemic, Jewish Care have progressed to offering social support at home which resulted in a huge demand for this   | Our Chairman, Dr Richard Groden, has provided a quote: "We are delighted to see our  |



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|                                   |   |  |   | <p>service. With a focus on improved health, tackling social isolation and loneliness and promoting independence, these visits are used to encourage people to leave their homes and socialise. Clients are routinely asked for feedback on a regular basis and this is shared and discussed to make any improvements with visits completely led by the individual with a wholly person-centred approach.</p>   | <p>team being recognised at these prestigious awards. This follows an excellent report from the Care inspectorate and reflects the hard work and quality of care delivered by all at JCS.”</p> |
| <p>Provider of the Year Award</p> | <p>Bluebird Care Edinburgh/Glasgow South/ East Renfrewshire</p> |  | <p>Edinburgh/Glasgow South/ East Renfrewshire</p> | <p>With an unwavering commitment to excellence in social care, Bluebird Care have consistently delivered quality services following a holistic approach with a focus on sustained excellent practice and innovation. By being adaptable, the service has remained resilient and dedicated to maintaining high standards of care. They uphold a positive working environment where longevity is celebrated and this is reflected in staff welfare and service delivery. By empowering customers to control their services and prioritising safety and wellbeing, solidifies Bluebird Care as a beacon of excellence in care provision.</p> |  |
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| <p>Positive Impact Award</p>      | <p>Mary McInnes</p>   | <p>Ayrshire Care Solutions Limited</p> | <p>East Ayrshire</p>                              | <p>Mary fulfilled a childhood dream of becoming a nurse when she started her nurse training in August 1968 and</p>  |  |

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|                       |                    |                           |                             | <p>qualified in November 1971 when she reached the age of 21. Now having worked for over 55 years, Mary has held a number of different roles including with the NHS, local authority and private and voluntary sectors. While working for Fife Regional Council she was seconded to study for her social work qualification and this has proved a real asset as she has worked with the Directors since 2017, managing nursing homes before moving to Ayrshire Care Solutions in 2021 at the height of the Covid pandemic. A reliable and dependable member of the team, Mary goes above and beyond and puts service users at the heart of everything she does.</p> |  |
| Positive Impact Award | MargaretRose Smith | Scotia Homecare Solutions | Inverclyde/Clackmannanshire | <p>With an exemplary dedication and profound impact within the healthcare sector, spanning over four decades, as an Executive Quality Control Nurse and Compliance Manager, MargaretRose has managed a diverse workforce across various healthcare settings. MargaretRose's leadership was instrumental in driving the development of internal and external training programs to enhance staff competency and maintain service excellence, and she was an integral part in achieving registration from the establishment of a new day service for</p>   |  |

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|                       |               |                               |                   | adults with learning disabilities, which has created a safe and inclusive environment for service users.   |   |
| Positive Impact Award | Linda Kemp    | Jewish Care Scotland          | East Renfrewshire | With over 35 years of management experience in the health and social care sector, Linda has successfully led and managed change and delivered projects to improve service provision. As a registered nurse, Linda brought her experience to the care at home and housing support sector in various roles with a central aspect on customer focus as well as championing staff development. Linda has been a leader throughout her career, sharing her knowledge and experience and offering mentorship to ensure people receive the highest quality of care. | "I am surprised but very honoured to be chosen as a finalist for the Scottish Care, Care at Home and Housing Support Awards 2024. Hearty congratulations to all the finalists." |
| Positive Impact Award | Magdalen Muir | Keane Premier Support Service | Glasgow           | Magdalen has made extensive and impactful contributions to the care at home and housing support sector with over six decades of dedicated service. Her sustained input has left a significant and positive imprint on individuals, services, and the sector as a whole. Magdalen's profound impact extends beyond the confines of her workplace, influencing the broader caregiving community and enriching the sector with her exemplary service. Her enduring commitment to caregiving reflects her resilience and unwavering dedication to her calling.   |   |

