

THIS CAN **HAPPEN.**
AWARDS



in association with

ALLEN & OVERY

2023 ENTRY GUIDELINES

HOW TO ENTER THIS CAN HAPPEN AWARDS

THIS CAN HAPPEN AWARDS

SBL IDEAS LTD

19-20 Bourne Court Southend Road, IG8 8HD, UK

This Can Happen Awards



22 JUNE 2023, ALLEN & OVERY HQ, LONDON / ONLINE

CELEBRATING EXCELLENCE IN WORKPLACE MENTAL WELLBEING

Showcase your work: <https://www.thiscanhappenawards.com/>

About the Awards

The This Can Happen Awards are open to all workplaces and individuals who champion mental wellbeing. The awards celebrate workplaces and individuals who have shown excellence in their approach towards positive mental wellbeing for their employees and colleagues.

The This Can Happen Awards are open for submissions from all types of workplaces, whether large or small, commercial or not-for-profit, from every type of industry and any country.

To date there have been over 1,000 entries, 60 plus winners and 90 highly commended entries. Winners have included large companies such as Accenture and Experian through to individuals who have worked hard to demonstrate true excellence in workplace mental wellbeing.

Key Dates

Thursday 17th November 2022

The awards will be open for submissions - Early Bird entry fee: £169 +VAT/entry.

Thursday 19th January 2023

Early Bird Deadline to enter your submissions at the Early Bird fee by 23:59 GMT.

Friday 20th January 2023

Award entry fee: £229 +VAT/entry.

Thursday 23rd February 2023

Deadline to enter your submissions – entry fee: £229 + VAT / entry.

All entries submitted after the 23rd of February 2023 will incur a £70 late fee.

Tuesday 25th April 2023

The shortlisted entries will be announced.

Thursday 22nd June 2023

The Awards Reception

All shortlisted entries will receive two complimentary invitations for the Awards Reception taking place at Allen & Overy's Office in Bishops Square, London on 22nd June 2023. Some of these shortlisted entries will be invited to attend and participate at the This Can Happen Forum taking place that day at the same venue. The Award reception will be broadcast live by This Can Happen on our social media channels.

All shortlisted entries will be publicised in This Can Happen Awards Book 2023. All winning entries will be written up as case studies and be published in This Can Happen Awards Book 2023.

Submission Process & Fees

Process

1. Select your categories to enter.
2. Read our [T&Cs](#) and these entry guidelines.
3. Register on our [entry site](#) and complete your submission online.
4. Submit and pay for your entries.

Fees

Entries submitted and paid for on or before the early bird deadline of 19th January 2023 are £169 + VAT. Entries submitted and paid for from 20th January 2023 and before the deadline of 23rd February 2023 are £229 + VAT. Submitted entries can be amended up until the final entry deadline. SBL Ideas Ltd reserves the right to extend the deadline should there be demand. Any entry submitted from 24th February will incur a £70+VAT late fee. All fees are per entry and dates run to midnight (GMT). For UK participants only, VAT will be applied.

Entry Form Question

Depending on which categories you choose to enter, you will have to provide certain information with your submission.

Entrant Information

This is information that you will have to provide for entries in the workplace recognition categories.

Entry name	<i>This is the name given to the entry for a certain strategy that was implemented. In the case of the entry being shortlisted this is the title used in publication. The entry title should be the same over different categories for the same strategy.</i>
Entering workplace	<i>The entrant workplace is the organisation that submits an entry for the consideration of the awards. In the case of the entry being shortlisted, this is the company/workplace being named on the shortlist. In case of winning an award, the entrant company/workplace is the entity receiving the trophy. There can be only one entrant workplace.</i>
Workplace size	<i>This is the number of employees employed at the workplace for which the submission is entered.</i>
Entering country(s)	<i>The entering country is based on the location of the entrant company/workplace.</i>
Industry	<i>This is the sector the workplace is part of. For example, automotive, FMCG, healthcare</i>
Dates of activity	<i>The timeframe in which the strategies have been implemented at the workplace.</i>

Contact name	<i>Contact name of submission.</i>
Job title	<i>Job title.</i>
Contact email address & phone number	<i>Secondary contact email and phone number.</i>
Secondary contact email address & phone number	<i>Please submit an email of one of your colleagues at your workplace that can help us in case we have questions about your entry. We will only use it if we cannot get hold of you.</i>
Address	<i>Please provide an address where Awards and Highly Commended certificated should be sent if your entry is successful.</i>

Written Submission

This is where you describe what your workplace or your team achieved to deserve a trophy. Depending on your chosen category the information you will need to provide will differ slightly. You can see the exact wording when logging into the entry system. The system automatically saves your progress and is easy to use.

The Strategy Awards

Categories:

- Best Mental Wellbeing in the Workplace Strategy: Large Company*
- Best Mental Wellbeing in the Workplace Strategy: SME*
- Best Mental Wellbeing in the Workplace Strategy: Multinational Implementation*
- Best New Workplace Approach to Mental Wellbeing*

Entry form:

<p>Background Max. 100 words</p> <p>This section will not be judged but helps judges understand your submission.</p>	<p><i>Tell us the background of your workplace: the previous situation of mental wellbeing in your workplace, problems that were arising and/or driving factors that led to the implementation of the mental wellbeing strategy.</i></p> <p><i>[for Best New Workplace Approach to Mental Wellbeing]: Tell us the background of your workplace: the previous situation of mental wellbeing in your workplace, problems that were arising and/or driving factors that led to a new workplace approach to mental wellbeing.</i></p>
<p>Strategy Max. 250 words Weighting: 40%</p>	<p><i>Describe your mental wellbeing strategy, its focus, targets & goals.</i></p>
<p>Execution & Implementation Max. 250 words Weighting: 30%</p>	<p><i>Describe how your mental wellbeing strategy has been executed and how it has been implemented in the workplace.</i></p>

Results & Impact Max. 250 words Weighting: 30%	<i>Show the results and impact of your efforts.</i>
Summary Max. 100 words This section is not judged but will be used for publication.	<i>Sum up the entry and its result.</i>

The Engagement Awards

Categories:

Best Idea to Engage Colleagues (NEW)

Best Targeted Mental Wellbeing Initiative

Entry form:

Background Max. 100 words This section will not be judged but helps judges understand your submission.	<i>Tell us the background to this entry: the previous situation and how it led to...</i> <i>[for Best Idea to Engage Colleagues]: your idea to engage colleagues.</i> <i>[for Best Targeted Mental Wellbeing Initiative]: your targeted mental wellbeing initiative.</i>
Strategy Max. 250 words Weighting: 30% This section will not be judged but helps judges understand your submission.	<i>Outline the target audience(s), objectives, and the strategy you developed.</i>
Execution & Implementation Max. 250 words Weighting 40%	<i>Describe how you executed the idea/initiative and the effect it had on your target audience.</i>
Results & Impact Max. 250 words Weighting 30%	<i>Show the results and impact of your idea/initiative. Highlight any results and the benefits it has delivered.</i>
Summary Max. 100 words This section is not judged but will be used for publication.	<i>Sum up your idea/initiative and the impact it had.</i>

The Culture Awards

Categories:

Most Successful Culture Change in the Workplace (NEW)

Best Mental Wellbeing Response to Hybrid/Agile Working (NEW)

Entry form:

<p>Background Max. 100 words</p> <p>This section will not be judged but helps judges understand your submission.</p>	<p><i>Tell us the background to this entry. What were the key factors in deciding your workplace needed...</i></p> <p><i>[for Most Successful Culture Change in the Workplace]: a cultural change in the workplace.</i></p> <p><i>[for Best Mental Wellbeing Response to Hybrid/Agile Working]: a change in response to hybrid/agile working.</i></p>
<p>Strategy Max. 250 words Weighting 30%</p>	<p><i>Outline the objectives and the strategy.</i></p>
<p>Execution and Implementation Max. 250 words Weighting 40%</p>	<p><i>Describe how you executed the strategy and the effects it had on your target audience(s).</i></p>
<p>Results & Impact Max. 250 words Weighting 30%</p>	<p><i>Show the results of your efforts. Highlight any results and the benefits they have delivered.</i></p>
<p>Summary Max. 100 words</p> <p>This section is not judged but will be used for publication.</p>	<p><i>Sum up your entry.</i></p>

The Internal Support Awards

Categories:

Best Employee Network/Resource Group (NEW)

Best Mental Health/ Wellbeing Team of the Year (NEW)

Entry form:

<p>The Network/Team Max. 150 words</p> <p>This section will not be judged but helps judges understand your submission.</p>	<p><i>Give us a brief description of your network/team including but not limited to how it was formed, who is part of it and your main goals</i></p>
<p>Strategy Max. 250 words</p>	<p><i>Describe your network's/team's input and place within the overall mental wellbeing strategy, its</i></p>

Weighting 35%	<i>focus, targets, and goals and outline how your network/team is placed to be a driver for change.</i>
Execution and implementation Max. 250 words Weighting 35%	<i>Describe how the strategy(s) and activity(s) have been executed and implemented. Please include information on the role of your network/team.</i>
Results and Impact Max. 250 words Weighting 30%	<i>Demonstrate the success of your work. Highlight how your network/team were the crucial driver in delivering this success.</i>
Summary Max. 100 words This section is not judged but will be used for publication.	<i>Sum up your network/team, its activities, measurable successes as well as the impact it has made.</i>

The Mental Wellbeing Solutions Awards

Categories:

Best Product or Technology Solution (NEW)

Best Mental Health Consultancy Award

Background Max. 100 words This section will not be judged but help judges understand your submission.	<i>[for Best Product or Technology Solution]: tell us about your organisation and the product/technology offered and how it is helping workplaces in their mental wellbeing journey.</i> <i>[for Mental Health Consultancy Award]: tell us about your consultancy, what you offer and how you help workplaces in their mental wellbeing journey.</i>
Case Study 1 Max. 350 words Weighting 50%	<i>[for Best Product or Technology Solution]: describe how your product was a fit for your client's workplace, how you worked with them on implementing your solution, how you supported them from the launch. Outline the results and impact your product had. Results should be clearly attributed to your product.</i> <i>[for Mental Health Consultancy Award]: describe how your service was a fit for your client's workplace and how you worked with them on creating the best possible solutions. Demonstrate how your solution was implemented and describe the results and impact of your work.</i>
Case Study 2 Max. 350 words	<i>[for Best Product or Technology Solution]: describe how your product was a fit for your client's</i>

Weighting 50%	<p><i>workplace, how you worked with them on implementing your solution, how you supported them from the launch. Outline the results and impact your product had. Results should be clearly attributed to your product.</i></p> <p><i>[for Mental Health Consultancy Award]: describe how your service was a fit for your client's workplace and how you worked with them on creating the best possible solutions. Demonstrate how your solution was implemented and describe the results and impact of your work.</i></p>
<p>Summary Max. 100 words</p> <p>This section is not judged but will be used for publication.</p>	<p><i>Sum up your entry</i></p>

Testimonials

You can provide up to three testimonials to support your entry, e.g., from employees, clients, senior leaders. Ensure that testimonials are relevant to your entry, and we recommend providing a mix of different stakeholders.

Testimonial: Name	
Testimonial: Job Title	
Testimonial: Organisation	
Testimonial: Involvement	<i>Has the testimonial been involved in your mental wellbeing activities? If so, how?</i>
Testimonial: Quote Max. 150 words	<i>Quote what your testimonial says about your mental wellbeing achievements.</i>

The Inspiration Awards

Categories:

- Most Inspiring Mental Wellbeing Champion/Ally (NEW)*
- Most Inspiring Senior Leader*
- Most Inspiring Mental Wellbeing Lead (NEW)*
- Most Inspiring Unsung Hero (NEW)*
- The Storyteller Award (NEW)*

Entrant Information

Nominee's name	<i>If entry is successful, we will need the nominee's name to put on the shortlist or trophy.</i>
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Nominee's workplace	<i>Name of workplace where nominee is employed. If entry is successful, this will be included in the shortlist announcement or on trophy.</i>
Nominee's job title	<i>Position that nominee is currently holding.</i>
Workplace size	<i>The number of people employed at the workplace entering.</i>
Entering country	<i>The entering country is based on the location of where the nominee is employed.</i>
Industry	<i>This is the sector the workplace is part of. For example, automotive, FMCG, healthcare (if applicable).</i>
Nominee's contact email	<i>Contact email of nominee if the entry is submitted on behalf of someone.</i>
Nominee's mobile number	

Written Submission

This is where you describe why you or your nominee deserves to be a winner in your chosen category.

Nominee's description Max. 100 words	<i>Brief overview about the individual, their role and history within the workplace/community.</i>
Nominee's bio Max. 100 words This section is not part of the judging process.	<i>Nominee's official bio, will be used for future publication.</i>
Written Submission Max. 450 words Weighting 100%	<i>Explain why the nominee should be considered for an award in the category and outline their contribution. Describe how their efforts had a positive effect on the workplace/community mental wellbeing.</i> <i>Include the following aspects to demonstrate fully to the jury:</i> <i>How the nominee champions mental wellbeing and explain their approach.</i> <i>How the nominee approaches challenges, uses initiative and engages the workplace or others.</i> <i>Explain the achievements, how they are inspiring others and how the workplace or community benefit from the actions undertaken.</i>
Attachment: Headshot	<i>High-resolution headshot of nominee – will be used for publication.</i>

Testimonials

You can provide up to three short testimonials from referees about the performance and impact of the nominee to support your entry, e.g. from employees, colleagues, senior leaders. Ensure that testimonials are relevant to your entry, and we recommend providing a mix of different stakeholders.

Testimonial: Name	
Testimonial: Job Title	
Testimonial: Organisation	
Testimonial: Relation	<i>What is the relationship between referee & nominee?</i>
Testimonial: Quote Max. 150 words	<i>Quote what your testimonial says about your efforts and achievements.</i>

Supporting Material

You can add up to two pieces of supporting material in this section. Upload media to showcase and support your entry, such as videos, your mental wellbeing strategy documents, company policy, videos, internal newsletter etc. You don't have to provide supporting material but doing so can help judges get a better insight into your achievements. **If you submit more than 2 pieces of material, This Can Happen will delete the latest uploaded material. So please ensure outside your company's logo, you only upload 2 pieces of supporting material.**

Ensure that everything provided is relevant to your entry, as irrelevant supporting documents will be removed before going into the judging round. Be mindful of the workload for the judges, for example refrain from uploading a 10+ pages report or a 20+ presentation.

Attachment: Name	<i>Name (Type) of supporting material, e.g. Newspaper Article about XYZ, Event video of XYZ.</i>
Attachment: Brief description	<i>Give a brief description about your supporting material.</i>
Attachment: Workplace Logo	<i>You must provide us with a high-resolution version of your workplace logo, which will be used for publication. This will not count toward your maximum number of 2 supporting material pieces.</i>

Material Specifications

Material may be supplied as follows:

1. Upload JPEG, JPG, PNG, MOV or PDF files. Maximum file size is 10MB per piece. A maximum of two pieces can be provided with your entry through upload.
2. Please do not upload any further written material as the judges will not consider these. The written component of your entry should be fully explained within the provided form fields.

Categories

The Strategy Awards

1. Best Mental Wellbeing in the Workplace Strategy: Large Company

This award recognises workplaces with over 750 employees that have implemented an exceptional strategy to strengthen mental wellbeing in the workplace. Entries should consider:

- *How strategies are implemented from top to bottom*
- *Successfully breaking stigma around mental wellbeing with executive buy-in, resulting in company-wide cultural change*
- *Delivery of measurable improvement and success.*

Entrants should demonstrate an inclusive, preventive, and supportive approach to mental wellbeing. This could showcase how considerations around mental health are reflected in a strategic approach and wider policies and systems that flex to the needs of all employees, for example, recognising that good mental health cannot be taken for granted, by encouraging reasonable adjustments and flexible working.

2. Best Mental Wellbeing in the Workplace Strategy: SME

This award recognises workplaces with fewer than 750 employees that have implemented an exceptional strategy to strengthen mental wellbeing in the workplace. Entries should consider:

- *How strategies are implemented from top to bottom*
- *Successfully breaking stigma around mental wellbeing with executive buy-in, resulting in company-wide cultural change*
- *Delivery of measurable improvement and success.*

Entrants should demonstrate an inclusive, preventive, and supportive approach to mental wellbeing. This could showcase how considerations around mental wellbeing are reflected in a strategic approach and wider policies and systems that flex to the needs of all employees, for example, recognising that good mental wellbeing cannot be taken for granted, by encouraging reasonable adjustments and flexible working.

3. Best Mental Wellbeing in the Workplace Strategy: Multinational Implementation

This award recognises workplaces that have successfully implemented a strategy to strengthen mental wellbeing in their workplaces in two or more countries. Entries should consider:

- *Recognising local and cultural differences in the implementation yet achieving a holistic approach throughout the different countries.*
- *How strategies are implemented at all employee levels*
- *Successfully breaking stigma around mental wellbeing with senior buy-in, resulting in company-wide cultural change*
- *Delivery of measurable improvement and success*

Entrants should demonstrate an inclusive, preventive, and supportive approach to mental wellbeing.

4. Best New Workplace Approach to Mental Wellbeing

This award will be given to a workplace that has recently recognised explicitly the importance of addressing mental wellbeing, and within the past 18 months has taken first steps to change the culture via a holistic and focused approach to maintaining and improving the mental wellbeing of all employees.

Due to the limited timeframe companies at this stage of their mental wellbeing journey have had to see the benefits of this work emerge. Judges will not focus solely on outcomes but will consider the impetus and process behind the initiative and the action plan to deliver it.

The Engagement Awards

5. Best Idea to Engage Colleagues (NEW)

This award recognises those workplaces that have developed simple creative ways to engage colleagues and their mental wellbeing. Judges will be looking for a clear outline of the engaging idea and an example of its effectiveness.

6. Best Targeted Mental Wellbeing Initiative

This category celebrates mental wellbeing campaigns and initiatives that workplaces have implemented for either (a) a specific group of employees, or (b) a specialist initiative to solve a particular workplace challenge – for example, men and mental health, addiction at work, menopause or stress. Entries should clearly outline the target group or issue addressed and demonstrate how the initiative improved the situation for the target group or solved the challenge.

The Culture Awards

7. Most Successful Culture Change in the Workplace (NEW)

This award recognises an organisation that can demonstrate a culture shift amongst their staff creating an open and positive mental wellbeing environment. Judges will be looking for evidence of transformation and the effect it had.

8. Best Mental Wellbeing Response to Hybrid/Agile Working (NEW)

This award recognises companies that have supported the mental wellbeing of their colleagues whilst making the cultural shift to the hybrid/agile working environment. Entrants should demonstrate how they have supported colleagues and created a sense of belonging.

The Internal Support Awards

9. Best Employee Network/Resource Group (NEW)

This category looks to identify networks that can demonstrate how they have been instrumental in supporting colleagues with their mental wellbeing in the workplace and give examples of how their network has been a success. This includes wellbeing, parenting, LGBTQIA+ and faith networks.

10. Mental Health/Wellbeing Team of the Year (NEW)

This award is aimed at motivating and celebrating those teams who have had a positive impact across their workplace. Whether a large or small team from HR, DEI, Rewards, EAP or wellbeing itself. Entrants should demonstrate that they have been crucial in driving the implementation of mental wellbeing initiatives and strategies as well as delivering measurable results for their workplace.

The Mental Wellbeing Solutions Awards

11. Best Product or Technology Solution (NEW)

This category recognises the use of a product or technology which assists organisations with their workplace mental wellbeing programmes. Entries should be submitted in the form of two case studies and demonstrate how the solution is supporting mental wellbeing in the client organisation(s), including the results and impact it achieved. Products or technologies could include but are not limited to physical products, courses and technological products such as apps or Employee Assistant Programmes. Approved client testimonials will be required for this category.

12. Best Mental Health Consultancy Award

This category recognises consultants, trainers, or agencies that can demonstrate that their work with their client(s) has delivered a successful and implementable strategy. Judges will be looking for tailored strategies, evidence-based action plans and the delivery of measurable improvement and success.

Entries should be submitted in the form of two case studies, and client testimonials will be required for this category.

The Inspiration Awards

13. Most Inspiring Mental Wellbeing Champion/Ally (NEW)

This award allows companies to recognise an outstanding Champion or ally who has shown dedication in supporting their colleagues. Nominated by their colleagues or themselves, this individual will have demonstrated their ability to truly go above and beyond to ensure that their colleagues are supported.

14. Most Inspiring Senior Leader

This category recognises those C-Suite / Senior Executives / Directors who have truly led from the front to banish stigma around mental health, and who have gone above and beyond their day job to advance the mental wellbeing in the workplace agenda within their organisation to ensure colleagues are appropriately supported by their employer. Entrants are nominated by themselves or their company.

15. Most Inspiring Mental Wellbeing Lead (NEW)

This category recognises an inspirational mental wellbeing leader who has truly led from the front. Entries are open to any leader regardless of where they sit or their role within the organisation. For example, HR, DEI, Wellbeing, Rewards, EAP, Occupational Health or from an area that is responsible for mental wellbeing. This inspirational leader has worked hard to banish stigma around mental health, and they have actively campaigned to ensure colleagues are appropriately supported. Entrants can be submitted by colleagues or themselves.

16. Most Inspiring Unsung Hero (NEW)

This category recognises those who haven't received the recognition they truly deserve for their hard work, commitment, and support. This person may have just started their journey, been a mental wellbeing ally for years or they could be someone who isn't usually associated with this realm but have demonstrated themselves as a huge support to someone else. Entrants are nominated by their organisation.

17. The Storyteller Award (NEW)

This category recognises an inspiring storyteller who through sharing their experiences, they have created positive change within their workplace, industry, or community. The judges will be looking for evidence of raising awareness, campaign creation and reducing stigma associated with mental wellbeing. Entrants can be nominated by their organisations or themselves.

Recognition of Excellence Awards (non-entering)

These two categories are non-entering. The winners will be chosen by the judges' panel and the founders of This Can Happen.

18. This Can Happen Grand Prix Winner 2023

This award is given to the most outstanding award entry, chosen by our panel of esteemed judges.

19. Founders' Choice Award: Outstanding Service to Mental Wellbeing

This discretionary award is given to an individual or organisation that the Founders of This Can Happen feel deserves recognition for their work in promoting excellence in mental health.

Judging Criteria

Entries that fall into the category titles of **The Strategy Awards**, **The Engagement Awards**, **The Culture Awards**, **The Internal Support Awards** will be judged in the online round based on their strategy, execution & implementation and result and impact. The weighting percentage of each section which will be judged is displayed in the entry form breakdown of each category section. These can be found in the entry guidelines between the pages of 3-6.

Entries that fall under the category title of **The Mental Wellbeing Solutions Award** will be judged on the provided case studies. The weighting percentage of each section which will be judged is displayed in the entry form breakdown of each category section. These can be found in the entry guidelines on pages 6 and 7.

Entries that fall under the category title of **The Inspiration Awards** will be solely judged on the written submission provided. The weighting percentage of each section which will be judged is displayed in the entry form breakdown of each category section. These can be found in the entry guidelines on pages 7 and 8.

Additionally, judges will be looking for evidence of a supportive environment in each workplace, along with consideration of areas such as employee inclusivity, the interaction between their strategy and wider culture of the workplace and its policies to promote active involvement of employees with experience of poor mental wellbeing in all decisions affecting them. The highest scoring entries from the shortlisting round will make the shortlist. Judges then come together in person and decide through discussions and voting on the winner.

Examples for mentioned additional criteria could range from introducing measures for staff awareness and provision of mental health expertise to training of line managers, changing of policies and internal communication.

FAQs

This award sounds excellent! When can I start submitting our work? And how long do I have to submit this year?

This Can Happen Awards open for entries on the 17th November 2022, and you will have time to submit your entry until the 23rd February 2023.

How do I apply for the awards? Do I have to pay to enter?

To start a submission, visit <https://thiscanhappen.awardsplatform.com/>, register, and proceed to the “Entries” tab, and start your entry in “My entries”. Entries will be charged a discounted fee of £169 per entry up to the early bird deadline on 19th January. Any entry made from the 20th of January 2023 will be charged a fee of £229 per entry up until the entry deadline on 23rd February 2023. Any entries submitted after the 23rd of February will incur a £70 late fee on top of the standard rate. VAT will be applicable for entrants from the UK.

I really want to enter, but I don't have all the information yet.

Our awards entry system allows you to revisit your entries whenever you want and amend it as much as you want until 23rd February 2023. As long as we see that you have entries in our system, we will not delete the draft entry, but we will check with you at the approaching deadline, if you wish to complete your submission. It will also save your information automatically, so you can leave your submission and return to it whenever it works for you.

I don't know what category of award I should enter.

Like the rest of our application process, this can be changed at any point up until the 23rd February, so you are welcome to discuss it at length with your team before coming to a decision. Should you still be unclear where your initiative would best fit, just send our awards team some details about it, and they can give you advice as where they see your entry standing their best chances. Just email them at awards@thiscanhappenglobal.com.

I think that my submission is applicable to multiple categories. What do I do?

This is not a problem, as your entry may be a good fit for more than one category. As long as your entry is relevant for your chosen categories, there are no restrictions as to how many times you can enter. However, we recommend you to tailor your submission to the categories, and ensure judges can see why your submission is standing out in its chosen category.

I, or my organisation, want to try entering multiple times. Can I/we? Will this lower my/our chances of winning?

You're welcome to enter as many initiatives and categories as you want. Our panel of judges will assess each entry on its particular merits for the entered category, and there is no judging penalty if you've submitted a different initiative already. If, for example, a workplace produces three truly outstanding attempts at improving mental wellbeing in the workplace, our judges will reward their insight and creativity with three awards.

In which category should I enter my workplace? I think it's relevant for more than one, or am not sure it has one at all.

Please see <https://www.thiscanhappenawards.com/award-categories> for the list of category descriptions. We hope this clarifies the nature of each category and helps you to come to a decision. We also remind you that you don't need to decide just yet! The nature of our submission process means that you can make this decision at the last minute, when your team has had ample opportunity to consider. If you need any further clarification, please email the awards team at awards@thiscanhappenglobal.com.

Can I submit more than one initiative into the same category? Is this allowed?

In certain categories this could be relevant, and it is allowed. Should you feel that your workplace has executed – for example – three worthwhile initiatives or campaigns for the Best Targeted Mental Wellbeing Initiative category, then please do enter all three initiatives into this category. Furthermore, should your workplace have more than one HR or Wellbeing Team that deserves recognitions for their achievements, then multiple teams can be entered into the *Mental Health/Wellbeing Team of the Year* category.

Can I enter more than one entry? Do I have to open a new account for each of my entries or can I upload all the projects in my first account?

Yes, you can enter as many entries as you wish using the same account. For each new entry you will need to fill out all the information. However, our entry system has a cloning function to help you save time copying information from one entry to another. You do not need to create different accounts for different entries.

Our strategy has not been implemented yet - it is still an idea to be implemented in the future. May I submit it for the awards anyway?

We only accept strategies that have been implemented already. Should you just recently have implemented your strategy, then you can consider entering *Best New Workplace Approach to Mental Wellbeing* as in this category judges won't give the same weight to results as in the other categories, since result need time to fully come into effect. However, if you have

not even implemented a strategy yet, we recommend you to start documenting it, and then be ready to enter our awards next year.

Can I nominate myself for the Individual Recognitions category?

Yes, you can nominate yourself although you will need the approval from your workplace that they are happy for you to enter.

Can I enter more than one person into the Individual Recognitions categories?

Yes, you can nominate more than one person but please note that there is likely to be only one winner per category. At the judges' discretion they may decide to award a Highly Commended. Should you be part of a team that has worked together towards a common goal, we recommend that you consider entering the *Mental Health/Wellbeing Team of the Year* category instead.

Do I receive feedback?

Due to the large amount of submissions, we are unable to give feedback to entrants who fail to proceed to the final stage. However, we encourage judges to leave comments on your entry and you will be able to log back into the system and see any comments that would have been left by the judges.

Who is judging my entry? How does the judging process work?

Our prestigious judges are all experts in their field and have vast practical experience in workplace mental wellbeing. You will be able to see the announced judges on <https://www.thiscanhappenawards.com/our-judges>. We ensure that every entry is reviewed by a minimum of four different independent judges, thus ensuring that judgements are as robust as possible.

We are currently recruiting a team of 30 independent judges, with experience ranging across sectors, disciplines, and specialisms. Judges will be recruited from multiple sources to ensure a diverse jury will judge the diverse set of entries.

For insight into the criteria by which we judge applications, please consult this entry guide.

The first round of judging will be happening online after the entry deadline, in which our judges determine the shortlist. The shortlist will be announced on the 25th April 2023. The full shortlist will be available on the website, and shortlisted entrants will be notified via a message through the entry system. Entries cannot be amended after the deadline, so entries will go into the final round with the same information as submitted for the first round.

To determine the final winners, judges will come together in person, go through each category, discuss all the shortlisted entries and vote on the winner. Every category can have one winner and up to two highly commended entries. In rare cases, judges may decide not to give a winner if none of the entries is deemed as strong enough. Judges will also select one winner only out of all shortlisted entries to be awarded the *This Can Happen Grand Prix Winner 2023*. Judges' decisions will be based on majority votes. The winners are not announced before the awards announcement, nor will unsuccessful shortlisted applicants be notified.

When and how will I find out if I have been shortlisted/ if I have won?

Please consult the Key Dates section at the top of the FAQs. All shortlisted applicants will be notified by 25th April 2023.

All shortlisted entries will be invited to attend the Awards reception on the 22nd June 2023, which is taking place at Allen & Overy's Office in Bishops Square, London. The Award reception will be broadcast live by This Can Happen.

What is the reward for winners? Do shortlisted entries receive any recognition?

This Can Happen Awards Winners will receive a trophy as well as a This Can Happen Awards E-Badge to use for marketing and PR purposes. Highly commended entries will receive a certificate and an E-Badge. Shortlisted entrants will receive a This Can Happen Awards Shortlisted E-Badge. All winners and shortlisted entrants will have their entries showcased on the awards entry gallery online, and winners will be published in eBook and Book of the Night.

How can I pay for the entries?

You will be able to pay with credit card only upon check-out. We accept Visa, MasterCard & American Express.

What happens if I don't receive a confirmation email after sending in my entry?

Please do check your spam folder should you have not received a confirmation. You can also check the status of your entries in the entry system.

What should I do if I've lost my password?

You can reset your password directly at the log-in page from the awards entry system. It will send you an email with a link to reset your password.

Still have a question that is not covered here?

Get in touch with our Awards team via awards@thiscanhappenglobal.com, who can help you with your enquiry.