

ICE Northern Ireland Fairness, Inclusion and Respect (FIR) Award Nomination Form 2026

Nominations

All individuals or teams submitted in any category must be ICE Members (any grade) (or have at least one member of the team who is an ICE member) located within the ICE Northern Ireland. Please complete a separate form for each individual or team nominated.

Forms should be returned to iceni@ice.org.uk

Deadline for entries is midday Friday 2nd October 2026.

Checklist

Please confirm what files will be sent with this Entry Form (Please put an X or a number in the appropriate field)

Item	
Nomination Form (electronic copy only, paper submissions, in whole or part, will not be accepted).	
Images (please include a headshot of the nominated person if possible and indicate how many files are being attached)	
Supporting documents (please include how many files are being attached)	

Fairness, Inclusion and Respect (FIR) Award criteria

Awarded to an individual or team who has made a notable impact in this field.

This Award is for ICE Northern Ireland Member(s) who are passionate about ensuring the profession is inclusive and representative, who takes a holistic view of diversity, promotes diversity and inclusion, and challenges discrimination where they see it.

Entry criteria:

- Describe briefly ONE specific initiative that stand out as an excellent example of what you are doing to make your workplaces diverse, inclusive and accessible. This could be company-wide or a trial on a specific project or within a specific team
- The individual or team proposed for this award must be or have at a minimum one member of ICE NI and if an initiative is proposed, it should be a scheme that was delivered in Northern Ireland with a direct positive impact on staff or society
- Offer some evidence of the impact of your efforts on hitting goals, targets, your company's performance or on team morale and engagement. The entry should include tangible statistics to support FIR claims where possible (e.g. breakdown of staff numbers by race or gender; or gender pay gap figures)
- Describe how this approach has either been informed by an industry best practice initiative or has been taken on as a best practice initiative, or describe how you have engaged with your supply chain to promote this initiative.
- Provide some feedback from your client or staff to demonstrate satisfaction
- Indicate how this specific project works as an exemplar of your company's commitment to fairness and inclusivity
- Applicants are welcome to offer any other supporting evidence that marks this work out as exceptional

Following receipt of the submissions, a shortlisting exercise will take place (if necessary).

Word Count limits - Initiative Details – set at 400 words. >15% over the word limit results in a 30% reduction in score

Following the shortlisting there **may** be a requirement to hold a short interview with the top applicants to agree who the winner of the award is. Some guidance and prompting questions are as follows:

- What was the situation before they took action?
- What action did the individual/team take?
- What is the situation now and why is it better?
- What has the impact been? (on an Individual, team, sector, industry)
- Have any learnings been shared?
- How does the action align with the organisation(s) FIR goals?
- The judges have read your original entry so try to refrain from just repeating the same information.
- Build on the original entry, highlight and demonstrate the results, the positive outcomes and the long-term impact.

Submission details	
Are you making the nomination on behalf of yourself?	
Your name	
Your email address	
Your ICE membership number (if a member)	
Nominee's name (leave blank if this is you)	
Nominee's email address (leave blank if this is you)	
Nominee's ICE membership number (leave blank if already included above)	
Indicate if you have attached a headshot of the nominee (number of files attached)	
If you are not the nominee, are they aware that they are being nominated?	
Please explain in no more than 400 words why the nominee should receive this award. You may attach any supporting evidence including feedback, quotes, photos, or articles	