

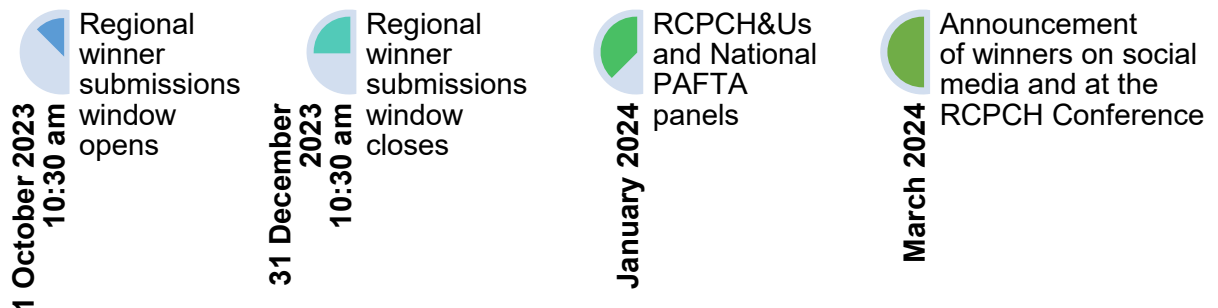
Paediatric Awards For Training Achievements (PAFTA)

The annual national PAFTA recognise the very best in paediatric training in the UK. The College oversees the national PAFTA process to award: National Junior Trainee (ST 1-3), National Senior Trainee (ST 4-7) and National Educational Supervisor. The winners from each category are presented with their PAFTA in an awards ceremony at the RCPCH Conference.

PAFTA process consists of 2 parts: Regional PAFTA and National PAFTA

- Regional PAFTA process is run by deaneries/schools and anyone from that region can nominate someone for any of the categories available in their region. Please contact your deanery/school if you would like to nominate someone for the regional PAFTA.
- National PAFTA process is run by the RCPCH and accepts applications of regional winners only. These applications are accepted exclusively from Heads of Schools and regional Trainees Committee Representatives.

Timetable



The 2024 PAFTA prize giving ceremony will take place at the RCPCH Conference on 25-27 March 2024.

Award winners receive:

1. Reimbursement of travel and subsistence within UK to/from conference (adhering to the RCPCH expenses policy)
2. Two nights stay (a double room) at the conference hotel including breakfast (booking organised by the Events Team)
3. Complimentary RCPCH Conference attendance (3 days)
4. Subsistence adhering to the RCPCH expenses policy

How to submit your regional winner for 2024 round?

Regional winners are submitted to the College by either the regions' Head of School or Trainees Committee Representative. Each region in England, Scotland, Wales and Northern Ireland may submit one regional winner in each of the three award categories. The regional winners are entered into the national judging process run by the College.

1. National Junior Trainee

2. National Senior Trainee
3. National Educational Supervisor

We ask for the answers to 4 questions with each answer supported by examples. All answers must be devoid of abbreviations and/or technical language so they are suitable for the audience of children and young people.

Process

Only the Heads of Schools and regional Trainees Committee representatives are able to submit their regional winners to the National PAFTA process.

If you are a Head of School or a regional Trainees Committee representative and would like to submit your regional winner for the National PAFTA process, you can do so on [our website](#) from 1 October 2023 10:30am to 31 December 2023 10:30am.

When you start the application, please confirm if you are a Head of School or a regional Trainees Committee representative. You will then be asked to provide your contact details to the College so our awards team can contact you if there are any issues with your application.

You will be asked to provide the contact details of your regional winner and answer 4 questions about your regional winner. You should provide evidence for each question.

Each question has minimum and maximum word count (word count is exclusive of spaces) and you are asked not to include any acronyms and/or technical language in your application.

You do not have to submit regional winners for all three categories. If you do not award a PAFTA in all categories, you can skip the ones you will not submit to the College.

If you are not a Head of School or a regional Trainees Committee representative and would like to submit your regional winner for National PAFTA process, please contact your deanery/school. You can find the contact details of your Head of School [here](#). You can find the contact details of your regional Trainees Committee representative [here](#).

The applications are accepted from 16 Deaneries/Schools in the UK:

- East Midlands
- East of England
- Kent, Surrey and Sussex
- London
- North East, inc. north Cumbria
- North West – North Western
- North West – Mersey
- Northern Ireland
- Scotland
- South West: Peninsula region
- South West: Severn region
- Thames Valley
- Wales
- Wessex
- West Midlands
- Yorkshire and the Humber

How applications are assessed by the national PAFTA panels:

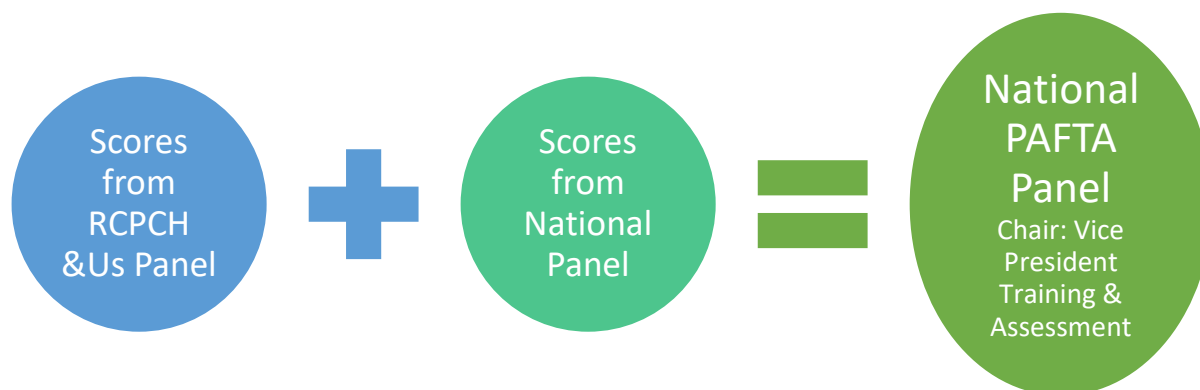
The fundamental principles and processes of the assessment are achievement, excellence, teamwork and support to peers, interaction with patients and families, personal and professional support to trainees, innovation to teaching and education, and embodiment of RCPCH Values.

The regional Trainees Committee representatives or Heads of Schools need to show evidence of how their regional winner have made an impact in children and young people's lives and in their team. For instance, how does the trainees/educational supervisors support their team members and how do they interact with children and young people and their families?

Evidence can only be scored once even if it is cited in more than one domain. Therefore, we advise heads of schools and deaneries not to duplicate examples and to use example of different activities for each question.

In the last question where the question refers to the RCPCH values, the question can be answered using either different evidence for each value, or one evidence to cover them all. However, if one evidence is used, the answer must explain why this evidence embodies all of the RCPCH values.

Applications received from the regions are scored by two panels in the national judging process: National PAFTA Panel and RCPCH &Us Panel. All of the applications are anonymized by the College team. The panels only have access to the anonymous applications.



National PAFTA Panel

The Chair of the RCPCH &Us Panel and National Panel will confirm the final ranked list of applicants based on the panel's aggregated scores. The outputs of each panel will be aggregated, and the aggregated scores will be passed to the National PAFTA Panel.

National PAFTAs Scoring Panel uses the following method to score each of the 4 questions giving each question marks out of 10. Thus, the maximum score achievable from each scorer for each application is 40.

The application which receives the highest mean score will be awarded the National PAFTA. If there is a tie, the National PAFTA Panel will discuss the application. The chair can decide to score these applications again or announce joint winners.

Please be aware that the RCPCH &Us Panel ask the answers to the 4 questions is of an appropriate length, does not use unexplained acronyms, is not full of technical language, and addresses any patient experience.

So to ensure that the written answers are accessible for both panels, we would ask that the applications are worded carefully. Avoid terms such as 'fulfilment' and 'peers', and instead use alternatives like 'completing' and 'people they work with'. Further examples of language preferred by the RCPCH &Us Panel include 'represents' instead of 'embodies', and 'working or communicating with' instead of 'interactions'.

All are reminded that the applications submitted will be reviewed both by clinicians and by young people from the RCPCH's &Us Network. Comments from the young people's group in the past included that answers:

- were too brief (one was 31 words) so we have introduced a minimum word count as well as maximum word count for each domain.

- did not address the judging criteria specified in the question asked or provide examples in support of statements.
- did not address/reference the patient experience.
- included unexplained acronyms.
- contained technical language.

The applications will be scored using these four scoring points only.

- 10 The regional winner demonstrates excellent achievement in fulfilment of their work/ education and they stand out with the support they provide to the staff/trainees with clear impact on them. They ensure to actively collaborate with their team and patients. They effectively incorporate the RCPCH values.
- 6 The regional winner demonstrates achievement in fulfilment of their work/education. They have a good relationship with their team and patients. They embody the RCPCH values.
- 2 The regional winner meets the criteria.
- 0 The submission cannot be scored as there is not enough information to make a judgement.

Please note our scoring panels will not score any applications which includes a lot of unexplained acronyms and technical words that are not age appropriate for children and young people to score. The application will be sent back to the regional Trainees Committee Representative/Head of School to edit and resubmit. If they fail to do so, each answer containing of acronyms and technical language will not be scored.

Assessing applications

Evaluation of applications should concentrate on answering the specific question by detailing the contributions with specific examples that the questions ask:

For Junior and Senior Trainees:

Question 1: Excellence

Question 2: Teamwork and support to peers

Question 3: Interaction with patients and families

Question 4: Embodiment of RCPCH Values.

For Educational Supervisors

Question 1: Excellence

Question 2: Personal and professional support to Trainees

Question 3: Innovation to teaching and education

Question 4: Embodiment of RCPCH Values.

Awards criteria

Questions for Junior Trainee and Senior Trainee award categories:

1. Please explain how your regional winner demonstrates excellence in carrying out their work in paediatrics with examples.
(*Minimum word count 50 words – Maximum word count 100 words*)
 - The application must demonstrate excellence in carrying out the trainee's work in paediatrics. This area of assessment is about having outstanding dedication, competence and providing exceptional performance as a trainee.
2. Please explain how your regional winner demonstrates exemplary teamwork and support the people they work with, with examples.
(*Minimum word count 50 words – Maximum word count 100 words*)

- The application must demonstrate exemplary teamwork and support to the people the trainee works with. This area of assessment is about working together to achieve a common goal, providing creative ideas and supporting one another.
3. Please explain how your regional winner demonstrates excellence when working and communicating with patients and their families with examples.
(*Minimum word count 50 words – Maximum word count 100 words*)
- The application must demonstrate excellence in how the trainee works and communicates with patients and their families. This area of assessment is about the ability to work with children and young people and their families, and the ability to foster collaboration with them.
4. Please explain how your regional winner represents the values of the RCPCH (innovate, influence, include, lead) with examples.
(*Minimum word count 100 words – Maximum word count 200 words*)
- Innovate – Approach things creatively, embrace risk, view change as an opportunity, have an open mind to new ideas
 - This area of assessment is about developing and expanding knowledge and skills, seeking opportunities for innovation that will drive RCPCH’s objectives, and being open to new ideas and creative approaches.
 - Influence – Advocate for better child health, challenge positively, share best practice, work proactively
 - This area of assessment is about inspiring a shared purpose, acting as a positive role model, and showing honesty and integrity. Demonstrating leadership qualities not only leads to higher contribution but has a positive impact on others.
 - Include – Embrace diversity, ask for the voices of CYP, work together, value everyone’s input
 - This area of assessment is about sharing a common purpose and working together to complete tasks and achieve goals while ensuring that everyone – regardless of race, gender, disability, medical or other need – feels valued, heard, and confident to be themselves.
 - Lead – Develop self and others, act as positive role models, act with integrity and honesty, encourage, praise and thanks
 - This area of assessment is about being goal-oriented, having the enthusiasm and confidence to succeed and help others succeed, and contributing outside of the day-to-day to go above and beyond.

Questions for Education Supervisor award category:

1. Please explain how your regional winner demonstrates excellence in the education of paediatric trainees with examples.
(*Minimum word count 50 words – Maximum word count 100 words*)
- The application must demonstrate excellence in the educational supervisor’s work as a supervisor. This area of assessment is about having outstanding dedication, competence and providing exceptional performance as an educational supervisor.
2. Please explain how your regional winner demonstrates exemplary personal and professional support to trainees with examples.
(*Minimum word count 50 words – Maximum word count 100 words*)
- The application must demonstrate the educational supervisor’s exemplary personal and professional support to trainees. This area of assessment is about supporting the progression of the trainees in paediatrics, empowering them and engaging with them about their progression and wellbeing.

3. Please explain how your regional winner demonstrates innovation to teaching and education with examples.

(Minimum word count 50 words – Maximum word count 100 words)

- The application must demonstrate innovation to teaching and education. This area of assessment is about the personal teaching profile of the educational supervisor and the impact of their teaching on trainees.

4. Please explain how your regional winner represents the values of the RCPCH (innovate, influence, include, lead) with examples.

(Minimum word count 100 words – Maximum word count 200 words)

- Innovate – Approach things creatively, embrace risk, view change as an opportunity, have an open mind to new ideas
 - This area of assessment is about developing and expanding knowledge and skills, seeking opportunities for innovation that will drive RCPCH's objectives, and being open to new ideas and creative approaches.
- Influence – Advocate for better child health, challenge positively, share best practice, work proactively
 - This area of assessment is about inspiring a shared purpose, acting as a positive role model, and showing honesty and integrity. Demonstrating leadership qualities not only leads to higher contribution but has a positive impact on others.
- Include – Embrace diversity, ask for the voices of CYP, work together, value everyone's input
 - This area of assessment is about sharing a common purpose and working together to complete tasks and achieve goals while ensuring that everyone – regardless of race, gender, disability, medical or other need – feels valued, heard, and confident to be themselves.
- Lead – Develop self and others, act as positive role models, act with integrity and honesty, encourage, praise and thanks
 - This area of assessment is about being goal-oriented, having the enthusiasm and confidence to succeed and help others succeed, and contributing outside of the day-to-day to go above and beyond.

Privacy statement

PAFTA Privacy Policy can be found [here](#). This policy covers how the College processes personal data in relation to PAFTA and how all information is treated as confidential at all times.

Equality, diversity and inclusion data

RCPCH collects the membership numbers of regional winners who are College members and we use this information to analyse the diversity of the submissions. We also collect the membership number of members on the scoring panel to analyse the diversity and to ensure that our scoring panel is more diverse in the next round. If a member has provided EDI data to RCPCH, we analyse the anonymised data.

RCPCH does not request RCPCH &Us Panel members to provide EDI data. However, after the panel is completed, the chair of the panel (RCPCH Head of CYP Engagement) provides general information to the Awards team to highlight how diverse the panel has been.

Any questions?

If you have any questions about how to submit your regional winner or face any issues, please contact us on awards@rcpch.ac.uk.