

# Awards of Excellence



Open to all

**1. Outstanding Growth Award** recognises colleagues who seek out opportunities to grow the company through innovative ideas, personal leadership and dedication to our mission. Positive growth in existing and new clients, in FTE, revenue or sales should be celebrated with this award.

*Eligible: ALL*

**2. You're The Difference Award** recognises our people and celebrates individuals who have made a significant and impactful contribution in their respective field. This prestigious accolade is reserved for those who go the extra mile, demonstrating dedication and achievement, their efforts not only represent personal excellence but also drive positive outcomes in Bright Horizons.

*Eligible: ALL*

**3. Excellence in Quality Award** recognises an individual or team who have demonstrated outstanding dedication to maintaining the highest standards of quality in their work. This prestigious award recognises exceptional attention to detail, consistent delivery of excellent results, and a commitment to continuous improvement.

*Eligible: ALL*

**4. Ambition Award** recognises colleagues who are role models for personal and professional growth, always striving to be the very best they can be. Nominees demonstrate an open-minded approach to their learning, a willingness to push the boundaries for learning beyond their comfort zones and bring enthusiasm for ongoing development that is contagious. This award is for any colleague who is learning a new role, skill or process, investing in themselves and supporting their team and the wider business.

*Eligible: ALL*

**5. The HEART Award** honours colleagues who live and breathe the Bright Horizons HEART Principles, in all they do. They exemplify HEART, demonstrating honesty, excellence, accountability, respect and teamwork in all personal and professional interactions. This could be going above and beyond to embed business processes and standards to ensure consistently high performance, seeking opportunities to grow the company through innovative ideas or excelling when working as part of a team or cross-functional working group. These winners bring the Bright Horizons culture alive.

*Eligible: ALL*

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**6. Impact on the Wider World** - recognises a colleague or team who helps make a difference to our people, communities and the world around us. It may be promoting inclusivity and belonging, demonstrating an outstanding commitment to our Foundation or communities in need, through fundraising or volunteering or they have made a substantial contribution to the environment and sustainable living. Nominees may have worked in partnership with other organisations.

*Eligible: ALL*

**7. The Rising Star Award** recognises colleagues who are eager to learn, have a positive attitude and are constantly striving to improve. They are open-minded, take initiative and are confident about introducing new ideas. This award could be for colleagues who are stretching themselves professionally in a current or new role, or for a new starter who has hit the ground running as they begin their journey with Bright Horizons. They have a big future at Bright Horizons.

*Eligible: ALL*

**8. Leader of the Year Award** recognises leaders who have shown outstanding business and leadership skills, allowing their team to thrive. These colleagues create an environment for high performance and support their teams in every aspect of their personal and professional lives. Winners of this award can demonstrate the ability to support, develop and motivate their teams and create a safe and stimulating environment. This award can be for any colleague who is a manager of people.

*Eligible: All Leaders*

**9. Team of the Year Award** recognises teams that have made a significant impact or achieved significant results over the past year. This award recognises teams that have overcome significant obstacles or have successfully utilised the skills of all members of the team and can demonstrate collaboration with others.

*Eligible: ALL*

**10. UK Colleague of the Year - 2026**

Nominations for this award will be submitted by the Regional Director for nursery teams and the Department Head for support functions, based on the Monthly Winner's throughout 2026. The UK Colleague of the Year Award recognises an individual who has consistently demonstrated outstanding dedication and a positive attitude in their role throughout the past year. The recipient will have exemplified excellence in 2026.

Nominees may have made a remarkable impact on the lives of our children, families, or clients. They may also have gone above and beyond to support their colleagues and contribute to making Bright Horizons a truly Great Place to Work.

**A separate nomination portal will be shared.**

*Eligible: ALL*

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**11. The Candyfloss Award** First introduced in 2022 to honour individuals who went above and beyond during the pandemic, the Candyfloss Award continues to celebrate those who prioritise safety while encouraging a warm, positive environment. This award recognises a colleague who is a true advocate for health and safety across our nursery settings. They consistently ensure that practices align with the Keeping Everyone Safe framework and take proactive steps to embed safe, effective routines in all they do. Leading by example, this individual champions a culture of care and attentiveness—balancing vigilance with kindness. Their dedication to safeguarding both children and staff contributes significantly to the wellbeing of the entire setting.

*Eligible: ALL*

## For client-facing colleagues

**1. The Client Partnership Award** recognises outstanding individuals who help our clients appreciate the value a partnership with Bright Horizons brings, above and beyond the contractual elements. Exceptional service, thoughtful leadership, understanding of the client's own goals and adapting our outlook to reflect their needs, are key elements of this award-winners approach.

*Eligible: Client Nursery and Support Functions working with external clients*

## For nursery/operations colleagues

### **1. Adam Hay Award - one winner to be announced at the Support AOE in November**

This award will celebrate the creativity and imagination of a team member, or team, in one of our nurseries. The recognised project will not only engage the children in the nursery but captivate other family members who visit. The project will have a lasting impact on the nursery and become a model of good practice in how it inspires children to extend their own learning. A project developed and sustained by a staff member or team that:

- Builds upon children's deep interests and fascinations.
- Is innovative and beyond the usual.
- Has a lasting impact on children's learning at the nursery and at home.
- Engages with the local community.

*Eligible: Nursery*

**2. SENCO/ASLCo of the Year Award** honours an individual at Bright Horizons who has demonstrated outstanding commitment to inclusion. Their sensitivity and understanding has enabled children with additional needs to thrive within our nurseries. They have demonstrated their ability to anticipate and understand the needs of the child, supporting their unique qualities and potential. They take the time to understand the child's family and the journey that they are on.

*Eligible: ALL – Nursery SENCO's (UK) and ASLCo (Scotland)*

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- 3. The Cooking with HEART Award** recognises chefs who dedicate themselves to providing consistently high standards, providing meals which are well presented and appetising for the children. These chefs consistently keep everyone safe by effectively managing children's dietary requirements, kitchen cleanliness, hygiene, and documentation.

*Eligible: Nursery*

- 4. The Exceptional Care and Education Award** honours individuals who serve as a model of exceptional care and education. They anticipate and understand the needs of both their team and the children they care for, supporting each child's unique qualities and potential. They take the time to understand the values of the families they serve, by being open-minded and building trusting relationships.

*Eligible: Nursery, Operations and Early Childhood*

- 5. Men in Early Years Award** commends men that work in our nurseries as an underrepresented group that should be celebrated. This award celebrates colleagues who identify as male, who have made significant contributions to their nurseries and positively impacted the outcomes for children. These colleagues demonstrate exceptional dedication to early years education, creating a nurturing and inclusive environment. They understand and anticipate the needs of the children they care for, supporting each child's unique qualities and potential. These colleagues build trusting relationships with families, ensuring that their values are respected and integrated into the care provided.

*Eligible: Nursery Operations*