

QSA

QUEER STUDENT AWARDS

created by

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CURIOUS CONSULTING



2023

ENTRY PACK

Introduction

Founded in 2021, The Queer Student Awards recognise inspirational young LGBTQ+ people in the U.K. and the individuals, organisations and educational institutions that provide them with the support and safe spaces they need to thrive and reach their potential in education and the workplace regardless of their sexuality or gender identity.

This entry pack includes:

- Information about who can enter the awards
- An overview of how to submit nominations
- Key dates and milestone events for QSA2023
- The eligibility and/or judging criteria for each of the categories

Who can enter?

YOUNG LGBTQ+ PEOPLE

Any young LGBTQ+ person (aged 16-24) currently enrolled at a U.K.* secondary school/sixth form/FE college/university, or working in part- or full-time employment **OR** anyone with a personal (family, friend) or professional (work colleague) connection to the young LGBTQ+ person being nominated.

*with the exception of 'Role Model of the Year - Young Person, International'

EMPLOYERS

U.K. employers currently hiring and/or employing young people aged 16-24 OR agencies who are submitting entries on behalf of their client(s).

EDUCATIONAL INSTITUTIONS

U.K. secondary schools, sixth form/further education colleges and universities.

Does it cost to enter?

The awards are free to enter for young LGBTQ+ people.

This entry pack highlights the categories with an optional fee for employers and universities to enter. Funds raised via these entries will be used to create a bursary fund accessible for finalists who might require financial support with their travel and/or accommodation costs to attend the live final in-person. Any funds unclaimed will be shared by our charity partner(s).

QSA2022 winners

Some of the stories behind the 2022 winners. See the full list [here](#).



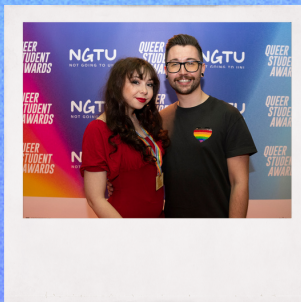
GRACE ARMSTRONG, NORTHUMBRIA SU **Queer of the Year and Activist of the Year**

Grace was recognised for their work in Northumbria Student's Union lobbying including use of pronouns, conversion therapy ban and growing the library's represented reading collection with LGBTQ+ literature.



GEORGINA WRIGG, BURGESS HILL SCHOOL **Role Model of the Year - Young LGBTQ+ Person**

Georgina was recognised for how she has tackled the adversity she faced after being publicly outed as bisexual at the end of year 8. She used the isolating and hurtful experience to educate others in her school.



TABITHA ROSE HUGHES, EMMERSON & WARD **Rising Star of the Year**

Tabitha, nominated by her manager Max, was recognised for the ways she encouraged Emmerson & Ward to platform more diverse queer stories in their theatre productions during her internship.



WARWICK PLAN, UNIVERSITY OF WARWICK **Community Group of the Year**

President Joel Cooper nominated Warwick Professional LGBTUA+ and Allies Network - Warwick's first ever LGBT+ society. PLAN was recognised for its work preparing and empowering next gen LGBT+ students for the world of work.



HANITA GILL & LAURA WELLS, JOHNSON MATTHEY **Role Model of the Year - Employer, Graduate of the Year**

Both Laura and Hanita work at Johnson Matthey. Hanita was recognised in part for their efforts designing and delivering LGBTQ+ workshops that educate senior leaders globally. In addition to excelling their graduate role, Laura was recognised for their commitment to improving LGBT+ inclusion globally.

Submitting nominations

Each award has specific judging criteria with a word count of 500. These are both in place to ensure judges are able to give each entry equal time and attention. Be mindful that if your entry is over the word limit, this is likely to impact on scoring. Some categories have additional eligibility for entry. Ensure that you make yourself familiar with these before starting and submitting nominations.

Supporting documentation including, but not limited to photos and short video clips is welcomed. Where direct links can not be provided, this should be uploaded to open access cloud storage with links shared which do not expire prior to the end of June 2023. Maximum of 5 links per entry.

All nominations are final once submitted, with no opportunities given to amend. Only nominations that are received using the entry form [here](#) will be considered by the judging panel. All categories close for nominations at 2359 on Thursday 30th March.

Read the full terms and conditions for QSA2023 [here](#).

Top tips on preparing your nomination(s)

Read our top tips for preparing an award-winning nomination on the QSA website before you start work on your nomination [here](#).

Key dates and event milestones

- 5th January - Nominations open
- February - Early bird tickets on sale
- 30 March - Nominations close
- April - Judge's review nominations
- 4 May - Shortlist announced
- June - Live hybrid final in Manchester (date TBA)

Questions

Please send all questions to enter@thequeerstudentawards.co.uk

QSA203 categories

Information on this year's categories, judging criteria and any additional eligibility criteria.

YOUNG LGBTQ+ PEOPLE

Activist of the Year

The LGBTQ+ young person challenging establishments and fighting for political and systemic change on the issues experienced by the LGBTQ+ community.

Judges will be looking for evidence which could include:

- A pro-active approach to work which focuses on the most pressing and/or current issues affecting the LGBTQ+ community
- The impact of their digital presence and how they engage followers
- Collaboration with other activists and brands to support the LGBTQ+ community

Ally of the Year

The heterosexual ally who stands in solidarity with, and openly supports, the advancement of issues affecting groups and individuals within the LGBTQ+ community.

Judges will be looking for evidence which could include:

- Work done to develop an understanding of the challenges faced by members of the LGBTQ+ community (even when that involves discomfort)
- Initiating change toward personal, institutional, and societal justice and equality
- Promoting a sense of community with LGBTQ+ people in the ways they educate and lead others

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CLYDE&CO

Community Group of the Year

The community group that best supports young people who identify with the LGBTQ+ community whilst studying at school, college or university.

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The community group nominated must be:

- A student society affiliated with the relevant UK&I university OR
- A pride group/student affiliated with a UK&I secondary school, sixth form or further education college OR
- A group of young LGBTQ+ people working together on a common cause

Judges will be looking for evidence which could include:

- Initiating change toward personal, institutional, and societal justice and equality
- Opportunities created for developing employability skills, learning about other members' experiences and fostering of shared interests
- How members/target audiences have been engaged with the chosen common cause

Community Initiative of the Year

The best initiative led by an individual student or group of people, which aims to raise awareness of, and address issues faced by young LGBTQ+ people.

Judges will be looking for evidence which could include:

- An event/campaign, hosted either in-person or online, which educated others about an issue(s) faced by the LGBTQ+ community
- Evidence of how the target audience(s) were successfully engaged
- Any innovative ways in which the campaign was executed and/or celebrated publicly

Influencer of the Year

The LGBTQ+ influencer that most inspires and educates young LGBTQ+ people with the work that they do and/or the content that they produce online.

Judges will be looking for evidence which could include:

- Focuses on specific niches or areas
- Specific examples of the influencers work and/or content that is inspirational and/or educational
- Whether they are generally regarded as an industry expert or topic specialist

REMEMBER: This is NOT an award for the most followers or likes, and the shortlist winner will be decided by a PUBLIC VOTE. As 'influence' is something measured by others, we will not be accepting self-nominations/nominations from agents for this category.

Legacy Builder of the Year

The young LGBTQ+ person whose work is focused on long-term positive change and impact for the LGBTQ+ community.

Judges will be looking for evidence which could include:

- Working on campaigns and initiatives that ensure positive change for queer people are upheld for years to come
- Embodying a mindset that is long lasting and which aims to change the future for queer people
- Working alongside others to ensure a successful transition of their work

Role Model of the Year: International

The young LGBTQ+ person living outside of the U.K. who most inspires those around them in their local community.

Judges will be looking for evidence which could include:

- Encouragement and development of other LGBTQ+ people
- Initiating change toward personal, institutional, and societal justice and equality
- Promoting a sense of community with LGBTQ+ people in the ways they educate and lead others

Role Model of the Year: U.K.

The young LGBTQ+ person living in the U.K. who most inspires those around them in their local community.

Judges will be looking for evidence which could include:

- Encouragement and development of other LGBTQ+ people
- Initiating change toward personal, institutional, and societal justice and equality
- Promoting a sense of community with LGBTQ+ people in the ways they educate and lead others

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ALLEN & OVERY

Young LGBTQ+ people are also invited to nominate in the Role Model of the Year: Education category (see Employer categories)

EMPLOYERS

Employer of the Year

The U.K. student employer that best displays its commitment to LGBTQ+ inclusion through the ways in which it attracts, selects, supports, and develops its young LGBTQ+ employees.

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Judges will be looking for evidence which could include:

- Talent acquisition strategies across employer branding/recruitment marketing, selection and onboarding which support young LGBTQ+ candidates
- Evidence of the support offered to LGBTQ+ interns, apprentices, and graduates and/or vocational learners, to aid their personal and professional development, and future career advancement
- Ways in which employee resource groups (not limited to LGBTQ+) actively support student recruitment activities in schools, colleges, or universities and/or support charitable work benefitting the LGBTQ+ student community

Recruitment Advocate of the Year

The student recruitment/DEI professional whose work in early careers best advocates for young LGBTQ+ people.

Judges will be looking for evidence which could include:

- Evidence of working across their employer's Talent/HR/D&I functions and/or within the early careers team to raise awareness of the issues and injustices affecting the LGBTQ+ community
- Examples of events, campaigns, and positive recruitment interventions the individual has taken ownership of, which support and benefit young LGBTQ+ entering the workplace
- Work collaborating with the LGBTQ+ and other intersectional employee resource groups

Rising Star of the Year

The young LGBTQ+ person who has had the biggest professional impact in their workplace and/or industry.

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Employers can enter more than one young person who has worked/currently works for them as an intern, apprentice, graduate, vocational learner or part/full-time employee.

The person nominated must:

- Have completed at least two weeks of paid work experience with a UK employer in the last 12 months OR be currently working in/recently completed part or full-time employment in the U.K.
- Be 16-24 years old (during the entry period)

Judges will be looking for evidence which could include:

- An introduction to the young person nominated
- Evidence that the young person has exceeded expectations set by their employer or manager and/or outperformed others working at the same or a similar level
- Evidence of the contributions the young person has made towards the success of their team, department, company, or employer resource groups
- Evidence of the ways in which they are an LGBTQ+ role model for other young people taking their first steps into the world of work

Role Model of the Year:

Employer

The LGBTQ+ employee that most inspires the young LGBTQ+ people they coach, lead, manage or mentor in the workplace.

Judges will be looking for evidence which could include:

- Encouragement and development of other LGBTQ+ people
- Initiating change toward personal, institutional, and societal justice and equality
- Promoting a sense of community with LGBTQ+ people in the ways they educate and lead others

EDUCATION

College of the Year

The U.K. student employer that best displays its commitment to LGBTQ+ inclusion through the ways in which it attracts, selects, supports, and develops its young LGBTQ+ employees.

Judges will be looking for evidence which could include:

- Talent acquisition strategies across employer branding/recruitment marketing, selection and onboarding which support young LGBTQ+ candidates
- Evidence of the support offered to LGBTQ+ interns, apprentices, and graduates and/or vocational learners, to aid their personal and professional development, and future career advancement
- Ways in which employee resource groups (not limited to LGBTQ+) actively support student recruitment activities in schools, colleges, or universities and/or support charitable work benefitting the LGBTQ+ student community

Role Model of the Year:

Education

The LGBTQ+ adult that most inspires the young LGBTQ+ people that they teach or support in school, college or university.

Judges will be looking for evidence which could include:

- Encouragement and development of other LGBTQ+ people
- Initiating change toward personal, institutional, and societal justice and equality
- Promoting a sense of community with LGBTQ+ people in the ways they educate and lead others

School of the Year:

Education

The LGBTQ+ adult that most inspires the young LGBTQ+ people that they teach or support in school, college or university.

Judges will be looking for evidence which could include:

- Encouragement and development of other LGBTQ+ people
- Initiating change toward personal, institutional, and societal justice and equality
- Promoting a sense of community with LGBTQ+ people in the ways they educate and lead others

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University of the Year

The U.K. student employer that best displays its commitment to LGBTQ+ inclusion through the ways in which it attracts, selects, supports, and develops its young LGBTQ+ employees.

Judges will be looking for evidence which could include:

- Talent acquisition strategies across employer branding/recruitment marketing, selection and onboarding which support young LGBTQ+ candidates
- Evidence of the support offered to LGBTQ+ interns, apprentices, and graduates and/or vocational learners, to aid their personal and professional development, and future career advancement
- Ways in which employee resource groups (not limited to LGBTQ+) actively support student recruitment activities in schools, colleges, or universities and/or support charitable work benefitting the LGBTQ+ student community