

PRACTICE PLUS SCORING METHODOLOGY

1 Scoring Continuum

- 3 - No evidence of Practice Plus behaviour
(no evidence of progress since practice)
- 4 - Limited evidence of Practice Plus behaviour
(no evidence of progress since practice for some staff groups)
- 5 - Significant evidence of Practice Plus behaviour
(some further work/development required across staff groups)
- 6 - Practice Plus achieved
(most staff in all staff groups)

A threshold score has been set for each area of good practice (see table below)

The scoring gradient for Practice Plus is 3 to 6. This has been altered as a direct result of the pilot validations, where the validators found the scoring (3 (no evidence of Practice Plus; 4 some evidence and 5 Practice Plus achieved) too narrow to reflect the difference between limited evidence of Practice Plus, and significant evidence of Practice Plus.

The minimum score equates to 90% achievement against the maximum score for the area of Good Practice– for example the maximum score is 18 (a score of 6 against all 3 indicators) for Good Practice area 1- HR Strategy. Trusts will need to achieve an overall score against this area of at least 16.

The total minimum score for each area of Good Practice is an absolute or given, there will be no midpoint scoring (no + or -)

The required minimum score will not be achieved with any more than 1 indicator at a 3

The overall minimum score for all the indicators added together also equates to around 90% of the overall maximum score for all the indicators added together.

An organisation may achieve a higher score than the overall minimum for all the indicators added together, but will not be accredited with Practice Plus unless the required minimum for each area of Good Practice has also been met. This means that even though a trust may excel in one or two areas of Good Practice, they also need to demonstrate significant evidence of Practice Plus in other areas in order to be accredited.

PRACTICE PLUS SCORING TEMPLATE

MINIMUM INDICATOR SCORE
GOOD PRACTICE AREA

MAXIMUM INDICATOR SCORE

16	HR STRAT & MGMT								18
27	EQUAL & DIVERSE								30
27	STAFF INV & COMMS								30
27	FLEXIBLE WORKING								30
37	HEALTHY WORKING								42
32	TRAIN & DEVELOP								36
16	FLEXIBLE RETIREMENT, CHILDCARE & SUPPORT FOR CARERS								18

Total – 182

Total - 204