

KENT INVICTA CHAMBER
BUSINESS AWARDS
2026

Employer of the Year 2026

Sponsored by:



Before you begin, please read below:

Total Word Count:

**The total word count of your entry should be no more than 3200 words.
Entry forms exceeding this limit will not be accepted by the judges.**

A maximum of 5 supporting documents e.g. tables, graphs, photos or press cuttings may be uploaded at the end of this form as part of your entry; total file size for all documents is 5MB. Please note, we can only accept image files as part of your entry (jpg, pdf or png).

Please enter the entrant's name and company name as you would like to see it appear on a certificate/award, should you become a winner.

This form contains 9 questions. Please ensure that you answer all questions. Any entries not adhering to the rules at the end of the entry form will be eliminated at the next round.

Contact Name	Name of Entrant
Company Name	
Company Address	
Email Address	
Website Address	
Telephone Number	Twitter Account
Business Sector	Main Product/Service
Nature of Business	Number of full-time employees
Legal Status of Company	
Year that the business started trading	
Which Accredited Chamber are you a member of?	

Please tick the box if you are **not a member** of the Kent Invicta Chamber of Commerce

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Must be completed*	Financials 2024	Financials 2025	Projection 2026/27
Turnover*			
Profit*			
Reserves*			

EMPLOYER OF THE YEAR – All questions must be complete:

What is your total headcount in 2026:

What was your total headcount in 2025:

What was your total headcount in 2024:

What was the average number of sickness absence days per employee:

1. Please provide a brief description of your business, the products or services you supply, your customers and the markets that you operate in.

You should cover:

- The nature of your business
- Your products and services
- Your customers
- Markets that you operate in

Details (maximum 200 words)



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2. Summarise the trends in your sales turnover and profit development in the last 2 years, highlighting key events that influenced these trends.

You should cover:

- How your sales turnover has developed
- How your profit has developed
- The key events that have led to any changes and have provided an explanation for the changes

Details (maximum 400 words)

**3. What key objectives have you set for your business for the next 3 years?
How will these objectives be achieved and what level of investment is required?**

You should cover:

- Your key objectives
- Strategies and plans for how these objectives will be achieved

Details (maximum 400 words)



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4. What makes you stand out as an employer in your local area or industry sector?

Please give examples of the initiatives and practices you use that differentiate you from others locally or within your industry. What factors contribute to your reputation as an employer of choice?

You should cover

- Unique initiatives or practices that differentiate your organisation
- Evidence of local or sector-specific impact
- Reputation as an employer of choice (e.g. testimonials, retention rates)

Details (maximum 500 words)

5. How are Equality, Diversity, and Inclusion (EDI) practices incorporated into your recruitment, management, and promotion processes?

You should cover

- Inclusive recruitment strategies and outreach
- Fair and transparent management and promotion practices
- Outcomes or improvements in EDI

Details (maximum 400 words)

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6. What strategies do you employ to engage, develop, and recognise your employees, while fostering their growth and ensuring their long-term commitment?

You should cover

- Employee engagement and communication methods
- Learning, development and career progression opportunities
- Recognition and retention strategies

Details (maximum 400 words)

7. How do you support your employees to manage stress and maintain a work/life balance?

You should cover

- Mental health and wellbeing initiatives
- Flexible working arrangements and policies
- Supportive workplace culture and resources

Details (maximum 300 words)

8. How does your organisation use remuneration and benefits packages to acknowledge exceptional effort? What are other ways that you express gratitude to your staff?

You should cover

- Performance-linked pay or bonuses
- Non-financial recognition and appreciation methods
- Range and relevance of benefits offered

Details (maximum 300 words)



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9. Have you received any staff-related recognition or achievements in your business over the last three years? (e.g., certificates, awards, Investors in People)

You should cover

- Awards, certifications, or accreditations received
- Internal or external recognition of staff initiatives
- Evidence of impact or improvement linked to recognition

Details (maximum 300 words)



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Entry Rules

1. Entries are treated in confidence.
2. All entries must be completed online via 'Judgify' - judgify.me/chamberawards2026
3. Entries should be in English and must be checked for spelling and grammar.
4. You may upload up to 5 supporting documents at the end of your entry (eg: tables, graphs or photos). The maximum permitted file size is 5MB in total. Please note, we can only accept image files as part of your entry (jpg, pdf or png). Website links used within your entry will not be activated by the judges. Supplementary information may be requested at judging level.
5. Please note the maximum word count for questions relating to your category. This word count limit does NOT include the questions. If your entry exceeds the word count specified it will be disqualified by the judges.
6. Entrants may be asked for staff or customer testimonials.
7. Entries will be judged by an independent and impartial panel of judges.
8. Finalists will be notified on Friday 15th October 2026. Award winners will be announced at the Awards Gala Dinner being held at Westenhanger Castle, Stone Street, Westenhanger, Hythe, CT21 4HX on Thursday 19th November 2026.
9. Entry to more than one category is allowed.
10. Applicants must be authorised to enter their organisation into the awards programme.
11. Incomplete entries will not be judged.
12. All entries will be acknowledged on receipt. Entry forms will become the property of Kent Invicta Chamber of Commerce and entries will not be returned.
13. The Chamber reserves the right to withdraw an award from any applicant supplying false information within their entry. Judges reserve the right to audit any information supplied.
14. The closing date for entries is at **23:59pm (GMT) on Friday 11th September 2026.**
15. These Awards are open to Members and Non-Members of the Chamber apart from Sponsors and those involved with judging.

By registering and completing an entry for the Awards you agree to these terms and conditions

Please tick the box to confirm you have read and agreed to the above rules of entry