



Awards Nomination Guidance & Criteria

This guide accompanies the Volunteer Recognition Framework Nomination Form. It explains who can be nominated, how nominations are assessed and what information should be included to create a strong nomination.

Recognition Levels

All eligible nominations will be assessed against the framework criteria. Depending on the evidence provided, nominees may be considered for a Poppyscotland Recognition, a President's Recognition Award or the President's Award.

President's Award
The highest volunteer honour within Poppyscotland. Reserved for volunteers, teams or fundraisers demonstrating exceptional and sustained impact. Assessment threshold: 85%+.
Presidents Recognition
Recognises exceptional achievement at a national level. Assessment threshold: 75% to 84%.
Poppyscotland Recognition
Recognises significant contribution, commitment and impact. Assessment threshold: 65% to 74%.

Who Can Nominate

Nominations may be made by volunteers, volunteer leaders, Poppy Appeal Organisers and members of staff who have direct knowledge of the nominee's contribution.

Who Can Be Nominated?

Active volunteers, volunteer-led teams and volunteer fundraisers who have contributed within the previous 12 months and are in good standing with the organisation.

What Makes a Strong Nomination?

Strong nominations focus on evidence, outcomes and impact. They explain what happened, why it mattered, who benefited, what changed and how the impact can be proved.

Assessment Criteria

Nominees are assessed against Commitment & Reliability (25%), Impact (30%), Initiative & Innovation (20%), Living the Poppyscotland Values (15%) and Going Above & Beyond (10%).

Poppyscotland Values

Compassion, Courage, Accountability and Collaboration should be evidenced through practical examples and behaviours.

Supporting Evidence

Testimonials, letters of support, event reports, fundraising results, volunteer statistics, media coverage and photographs may all strengthen a nomination.

Examples of Strong Evidence

Specific achievements, measurable outcomes, volunteer growth, funds raised, community impact and positive feedback from others.

Examples of Weak Evidence

General statements such as "they are fantastic" without evidence, outcomes or examples.

Assessment Process

Nominations are checked for eligibility, independently assessed by the panel, moderated for consistency and then approved through the framework of the governance process.

Submission Information

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