



Equality, Diversity and Inclusion Policy for Speakers

The British Association of Critical Care Nurses is committed to promoting equality, diversity and inclusion across all our events.

We recognise that the annual conference programme shapes professional visibility and influence who is heard within our community. Through careful planning, we aim to ensure our speakers, presenters and chairs reflect the diversity of the critical care nursing workforce.

Our approach

We take practical steps to build a fair and balanced programme:

Diverse scientific committee

We appoint a scientific committee with a balanced mix of experience, backgrounds and perspectives. This group reviews submitted abstracts and helps shape the programme.

Balanced representation

We aim for an equitable mix of speakers. Where possible, this includes equal representation of genders, or no more than 60 percent from one group. We also consider ethnicity, geography, career stage and professional background.

Support for underrepresented groups

We actively seek to include nurses from underrepresented communities and those early in their careers. This helps widen participation and strengthen the profession.

Clear expectations for behaviour

We expect all participants to treat each other with respect. Inappropriate behaviour will not be tolerated. We provide a clear process for reporting concerns, and session chairs are supported to manage discussions fairly and confidently.

Inclusive discussion spaces

Chairs are briefed to ensure that questioning is balanced and that no individual dominates. This helps create space for a wider range of voices.

Transparent process

We make this policy visible on our conference website. Starting in 2026 we will aim to share data on speaker representation within our post conference report.

Share your work

Most of our conference programme comes from submitted abstracts.

If you want to be part of the programme, the best way is to put your work forward.

We encourage you to submit an abstract and share your ideas, research and experience with the wider critical care nursing community. Your contribution helps shape a more inclusive and representative conference.

👉 **Submit your abstract (abstract submission closed for 2026)**

Supporting participation

We understand that practical barriers can affect who is able to attend and speak at events. We aim to reduce these where possible:

- Facilities for breastfeeding parents
- Accessible event environments
- Prayer and quiet rooms made available
- Grant funding available to BACCN member

Maintaining balance

If invited speakers are unable to attend, we aim to replace them with individuals of a similar background or career stage where possible. This helps us maintain a balanced programme.

Get involved

We welcome interest from nurses who would like to speak at BACCN events, as well as suggestions for speakers who reflect the diversity of our community.

👉 **Recommend a speaker by contacting us on info@baccnconference.org.uk**

We know this work is ongoing. We review our approach regularly to make sure it reflects the needs of our members and the wider nursing community.

BACCN Conference Team